

Harassment Investigations

Do you need support with harassment complaints in your organization?

CONSIDER THE FOLLOWING

- The allegations are grave, ongoing and/or escalating
- Potential liability for your organization increases when complaints are handled poorly
- Perception of investigator bias can negatively impact an otherwise thorough investigation
- Complexity of allegations and number of main disputants increase difficulty for internal investigators
- A deficient investigation increases the likelihood of it moving to an external jurisdiction which means control of cost, process and end result is lost
- Employers have an understanding that the main parties may likely move the investigation externally and wish to conduct a complete look at the case before that happens
- Internal investigators may be subjected to a conflict of interest (or the appearance of one) by investigating the person they report to or others in the organization
- There is an ongoing pattern of complaints and conflict within a certain work area that have not been resolved by previous investigations
- The end result of an internal investigation is reviewed and found to be incomplete or poorly done necessitating external intervention and/or further investigation.



Is it time for your organization to have an external Harassment Investigator intervene?

**Union, Management,
Government and Legal references
available upon request**



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