Practices & Industries

Workplace Investigations

Overview

Day Pitney's Workplace Investigations group provides employers with discreet, thorough, and legally sound investigative services to address sensitive workplace issues. Our attorneys are trusted partners in helping employers navigate complex allegations while minimizing risk and maintaining workplace integrity.

We lead investigations into a broad range of workplace matters, including claims of:

- Discrimination
- Harassment
- Sexual assault
- Retaliation
- Workplace misconduct
- Violations of company policies
- Disability and religious accommodations
- Workplace bullying
- Compensation
- Whistleblower matters

Our team conducts investigations with the utmost professionalism, ensuring objectivity, confidentiality, and a focus on uncovering facts to support informed decision-making and reducing legal risk. Whether issues are identified by management or a result of employee complaints, our team can assist with interviewing witnesses, collecting information, and drafting or reviewing an appropriate written investigative report. At times, our clients ask us to support their internal investigation by providing legal advice, and in other situations, we serve as third-party independent investigators

Our attorneys are skilled in identifying and mitigating legal risks arising from workplace disputes, and providing employers with clear, actionable recommendations based on investigative findings. We also advise on how to address issues effectively to prevent recurrence and foster a culture of accountability and compliance.

In addition to conducting investigations, we assist employers in designing internal investigation protocols and training HR and labor professionals and managers to handle complaints appropriately and consistently. Our proactive approach helps clients manage sensitive workplace issues while protecting their business interests and maintaining employee trust.

Day Pitney's Workplace Investigations group offers employers the experience and discretion they need to resolve workplace challenges with confidence and integrity.

Experience

No aspect of this advertisement has been approved by the highest court of any state. Prior results do not guarantee a similar outcome.

Served as workplace investigation counsel to a Fortune 50 company, where we advise on hundreds of workplace investigations yearly

Dealt with common and non-routine situations that happen during investigations, including potential media outreach by a person involved in the investigation, and even addressing when those involved are on reality tv or have large social media followings

Provided practical solutions to solve problems that were uncovered during investigation and helped to prevent damage to our clients' brands.