



## Conducting an Internal Investigation

News

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Two Fisher Phillips attorneys were quoted in the *HR Drive* article “Internal Investigations, Part 1: Conducting a Good Faith Review.” Whenever an employee files a complaint, the organization should conduct an internal investigation. An investigation is necessary because what may start out small can lead to a multimillion-dollar jury verdict if one fails to act.

Shayna Balch and Pavneet Singh Uppal both said that the key to an investigation is a conducting a fair investigation with a well thought-out conclusion. Making sure your organization is up to date on current employee education of the topic at issue and ensuring that employees have received notice of the company policies and rules are two great ways to start off a thorough investigation. When presented with conflicting evidence, Pavneet said that “you do the same thing that a jury ultimately does: you decide who’s telling the truth and who’s lying, you consider both sides.”

For the full article visit [HR Drive](#).

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