



Phoenix Partner Provides Framework for Employers Facing Instances of Remote Misconduct

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Many employers have been forced to shift to telework as their “new normal” amid the COVID-19 pandemic. In an interview with *HR Dive*, **Shayna Balch** discusses remote employee misconduct and how employers can prevent and deal with these situations from a distance. Shayna notes that employers should regularly remind remote workers of workplace expectations with a steady flow of positive, fair and transparent communication. She goes on to explain that if a complaint of remote misconduct arises, HR should take it seriously and should not treat it any differently than if it originated at the physical work-site. Shayna also provides a helpful framework that employers should consider when addressing and investigating instances of remote misconduct.

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Shayna Balch Santiago

Partner

602.281.3400

[Email](#)

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