The Nuts and Bolts of Workplace Investigations

Total: **58 Minutes**

Speakers:
Christina Ro-Connolly

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Federal law requires employers to take all steps necessary to prevent various types of harassments from occurring. As such, it is imperative for employers to investigate potential occurrences of harassment, both to prevent various civil and potential consequences and to maintain employee morale. It is common for an attorney to either conduct the investigation or play a supporting role in the investigation.

This program will address the key aspects of a workplace investigation from beginning to end. Topics covered include when to investigate, how to avoid bias in the investigation, how to weigh the evidence collected, determining credibility, and post-investigation steps.

Topics include:

- What and when to investigate (6 min.)
- Avoiding bias in investigations (12 min.)
- Choosing an investigator (5 min.)
- Steps in conducting the investigation (10 min.)
- Weighing evidence (10 min.)
- Making credibility determinations (5 min.)
- Post-investigation tips (10 min.)

Total: 58 minutes

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Presenter: Christina J. Ro-Connolly

Christina (Tina) previously worked as an attorney advocating for employers. But she grew weary of the constant battles and noticed, when reviewing these matters, that there were often missed opportunities early on for mediation and communication.

She recognized the value of letting all parties be heard earlier in the process, addressing matters and seeking resolution before issues escalated. And, after overseeing many workplace investigations, she was intrigued by the role of a neutral investigator.

That interest, coupled with a stroke of perfect timing, brought her to the firm.

Experience

Tina has more than a decade of labor and employment law experience. Her investigations include allegations of discrimination and harassment, allegations of abusive conduct, sexual misconduct, retaliation and workplace misconduct.

She has handled investigations against high-level executives and elected officials. She has worked in both the public and private sectors.

Tina conducts Title IX investigations and is a Title IX hearing officer. She also leads sexual harassment prevention trainings and workplace investigation trainings.

Tina spent 11 years at the Contra Costa County Counsel's Office, advising departments on labor and employment matters. This included representing departments in civil service hearings, arbitrations and before the Public Employment Relations Board.

Tina is a member of the Executive Committee of the Labor and Employment Section of the California Lawyers Association, a graduate of the AWI's Training Institute for workplace investigators and a frequent trainer and presenter on employment law matters.

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