

**RECOGNIZING THE CAUTIOUS NATURE OF EMPLOYEE INVESTIGATIONS, WE PRACTICE A HAND-IN-GLOVE APPROACH WITH OUR CLIENTS.**

*Types of Investigations*

- Hostile Work Environment/ Harassment
- Sexual Harassment
- Race, Gender, Disability and Age Discrimination
- Retaliation
- Internal Affairs Investigations/Police Misconduct/POBAR
- Fraud and Dishonesty
- Conflict of Interest
- Good Governance Issues
- Employee Misconduct
- Alcohol and Substance Abuse
- Education Code Violations

*Post Investigation Services*

- Workplace Facilitation
- Harassment and Diversity Training
- Remedial Training
- Conflict of Interest/Ethics Training
- Drafting and Implementing Personnel Policies
- Reorganizations and Restructuring
- Severance and Employment Agreements
- Litigation of all types of Employment-Related Claims

“What do I do now?” is the first question that managers typically ask when faced with serious workplace allegations. High-profile and sensitive matters must be handled carefully and swiftly to avoid accusations such as cover ups, rubber stamp approvals, and biases. Our Workplace Investigations Team emphasizes objective, thorough and timely investigations. We have helped resolve deadline-pressure and high stakes cases.

**OUR SERVICES**

Our Workplace Investigations Team conducts professional, independent investigations to minimize the damaging effects of unresolved workplace allegations. Our attorney investigators have exceptional experience in labor and employment law, and we can advise clients on how to deal with such concerns as privacy issues and confidential records. Given that we represent many clients in arbitrations and litigation, we provide an assurance that our investigations will stand up in court if needed. Our reports are credible and cost efficient.

After investigating employment disputes, our attorneys offer practical solutions that promote a healthy workplace. Depending on each client’s circumstance, we may advise on how to best communicate about the investigation with staff and which training or other corrective action will improve the overall work environment.

**OUR CASES**

We represent some of the largest and some of the smallest public agencies in California. Due to the nature of investigations, many of our cases are confidential.

- Completed a high profile investigation for the City of Bell regarding election misconduct by police officers in the aftermath of a scandal that attracted national attention.
- Retained by Bay Area Rapid Transit (BART) to conduct a confidential internal affairs investigation of the officer-involved shooting death of Oscar Grant.
- Handled high-level confidential personnel investigations in a California county.

- Investigated high profile claims of discrimination, harassment, and retaliation made by an employee against a prominent elected official of a large county.
- Investigated claims of fraud and misconduct against a head of Citizen Police Review agency in a large city.
- Investigated anonymous whistleblower complaint of union discrimination against a sheriff supervisor in a large county.
- Conducted a high profile investigation of extensive allegations of discrimination, sexual harassment and retaliation that made by two high-level police supervisors against a police chief in a large county. We completed over 60 findings in 60 days in this intense investigation.
- Investigated falsification of academic records and other misconduct involving faculty in a large college district. Investigation included forensic document analysis.
- Conducted an investigation of a top manager for potential misconduct.
- Conducted investigation of members of a police department for misconduct related to campaigning and alleged election improprieties, and violation of California Fair Politics Act and Fair Labors Act.
- Served as lead investigator in investigation of high-profile alleged conflicts of interest.
- Conducted double investigations with mediations and corrective action.
- Investigated claims that friends and colleagues of a firefighter gone AWOL manipulated the search to find him.

## OUR WORKPLACE INVESTIGATIONS TEAM



FROM LEFT TO RIGHT: ART HARTINGER, JAYNE WILLIAMS, TEAM LEADER CAMILLE HAMILTON PATING, SAMANTHA ZUTLER, KIM COLWELL AND MICHAEL HUGHES

Meyers Nave's Workplace Investigations Team is led by **Camille Hamilton Pating**. As an independent lead investigator for public entity employers, she has handled dozens of high profile complaints alleging workplace harassment (hostile work environment), sexual harassment, discrimination, retaliation, civil rights, fraud, governmental abuse and whistleblower actions, among other allegations.

Camille previously served as a deputy city attorney at the San Francisco City Attorney's office for six years, where she specialized in employment and civil rights litigation. She was also the President of the San Francisco Ethics Commission, where she was responsible for whistleblower investigations.

Our multi-disciplinary team also includes the Chair of our Labor and Employment Practice Group (Art Hartinger), Chair of our Crisis Management Practice Group (Jayne Williams) and Chair of our Litigation Practice Group (Kim Colwell).

**OFFICES**