

CONDUCTING A LEGAL AND EFFECTIVE WORKPLACE INVESTIGATION

by

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP
Scott Warrick Human Resource Consulting, Coaching & Training Services
&
Scott Warrick Employment Law Services

(614) 738-8317 ♣ scott@scottwarrick.com
WWW.SCOTTWARRICK.COM
Link Up With Scott On [LinkedIn](#)

So, it is time to conduct a workplace investigation? Whether the issue is related to harassment, theft, stealing, or some other crises, you should first be able to address the following issues:

- What Is The “**Cat’s Paw Theory**” And How Will It **INVALIDATE** Your Investigation Results?
- Why Did The NLRB Make It **ILLEGAL** To Require Witnesses To Keep Their Statements **CONFIDENTIAL**?
- How Has the NLRB Changed The **LEGAL PARAMETERS** Of The Questions Asked in Investigations?
- Who Should You Interview? Employees? Former Employees? Customers?
- How Can You Avoid Charges Of **DEFAMATION** In Conducting A Workplace Investigation?
- What Questions Should You Ask?
- What Is The “**FUNNEL**” Approach?
- How Do You Use “**NON-LEADING**” Questions To Uncover The Truth?
- When Should You **TAPE RECORD** The Interviews?
- What **POLICIES** Should You Have In Place To Assist You In Your Investigation?
- What Methods of Collecting Information Are **LEGAL** and **ILLEGAL**?
- When Should You Conduct The Investigation Yourself ... And When Do You Need An Attorney?
- How Can You Avoid Charges Of **FALSE IMPRISONMENT** For Detaining An Employee?
- What **DOCUMENTS** Are Pertinent To An Investigation?
- What Is A “**ZIPPER QUESTION**”?

...and **MUCH, MUCH more...**

Join Scott as he reviews how to conduct a **LEGAL** and **EFFECTIVE WORKPLACE INVESTIGATION**. Scott will outline these processes for you in his own unique, practical, entertaining and humorous style, but he will show you how to use this information **IMMEDIATELY!**



Scott Warrick, JD, MLHR, CEQC, SHRM-SCP
Scott Warrick Human Resource Consulting, Coaching & Training Services
&
Scott Warrick Employment Law Services

(614) 738-8317 ♣ scott@scottwarrick.com
WWW.SCOTTWARRICK.COM
Link Up With Scott On [LinkedIn](#)

Business First's 20 People To Know In HR
CEO Magazine's 2008 Human Resources "Superstar"
Nationally Certified Emotional Intelligence Instructor

2012, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter

Scott Warrick combines the areas of law and human resources to assist organizations in **"Solving Employee Problems BEFORE They Happen."** Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical and entertaining style.

[Scott Trains Managers and Employees ON-SITE in over 50 topics](#)

LET SCOTT DESIGN A PROGRAM FOR YOU!

Scott's "[Employment Law Videos](#)" on the ADA, FMLA, FLSA and Harassment.

**["The Human Resource Professional's Complete Guide To Federal Employment And Labor Law"](#) &
Scott's "[Do It Yourself HR Department](#)"
are favorites for anyone wanting to learn Employment Law and run an HR Department.**

Scott's academic background and awards include:

Capital University College of Law (Class Valedictorian (1st out of 233))

Master of Labor & Human Resources and B.A. in Organizational Communication:
The Ohio State University

The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in Human Resource Management

For more information on Scott, just go to www.scottwarrick.com