Early Investigative Mistakes that Destroy the Privilege

The Rules of Evidence protects communication between attorneys and clients from being revealed to the other side during a dispute. It's a basic concept found in federal and state rules of evidence throughout the country. It often comes into play when an employee or former employee alleges harassment or other wrongdoing, according to **a report** published by **Lynch Service Company**.

Harassment accusations are often a surprise. The company needs to figure out what really happened, and time is almost always an issue. It's understandable that leaders want to start asking questions and investigating the situation.

If this happens in your organization, make sure your team resists the urge to jump into an investigation without an appropriate plan or your company could lose its attorney-client privilege. In many cases, the company accused of wrongdoing is unpleasantly surprised to learn that they will be forced to give the other side access to many of the internal communications the company assumed would be kept private. The human resources team and managers must navigate early investigations carefully and make sure the proper individuals are conducting them.

Read the article.