The Nature of a Workplace Investigation

By its very nature, a workplace investigation is an inquiry; a search for the truth behind complaints or concerns received, according to **an article** published by **Lynch Service Company**.

Recognizing the need for such an inquiry is sometimes straightforward. In a typical circumstance, an employee may file a complaint with the human resources department. It then becomes the organization's responsibility to evaluate the legitimacy of that complaint through investigation.

Often times, the organization even has a legal responsibility to investigate the response. In other situations, symptoms of a larger problem may arise more subtly: through turnover, diminished performance, increased absenteeism, etc. In the day-to-day hustle and bustle of meeting deadlines and managing crises, these symptoms sometimes go overlooked.

A "head in the sand" approach is not advisable; do not make the mistake of assuming all is well so long as no one is making formal complaints. The organization interested in minimizing its legal exposure maintains a responsibility for assuring symptoms are recognized and properly investigated and resolutions are implemented.

The article discusses some basic principles for properly conducting a workplace investigation.

Read the article.