

Investigations

Overview

Many potentially contentious labor and employment issues can be resolved quickly and cost effectively through careful investigation of allegations and complaints followed by swift, appropriate responses.

Best Best & Krieger LLP's Labor & Employment attorneys are experienced in conducting prompt and thorough investigations for both public agencies and private entities. Recognizing that labor and employment problems often involve high stakes and intense time pressure, we not only act quickly to investigate, we also work closely with human resources and management staff on proactive measures, setting policies and protocols regarding documentation, conducting employee/manager training, establishing investigation procedures and helping ensure that employment decisions made, and actions taken, are in full compliance with all applicable laws. When handling investigations, we place a premium on assuring privacy and confidentiality, maintaining workplace productivity, limiting damage to our client's reputation and promptly resolving issues.

Comprehensive Service

In each instance, we conduct a thorough investigation by interviewing witnesses and reviewing documents and communications. Then we prepare a comprehensive report with our factual findings. For instance, when an employer is considering employee discipline, we provide counsel and representation at every step of the process. We advise on the initial investigation, evaluate the evidence supporting discipline, review the consistency and appropriateness of the discipline, prepare all required notices, and represent the client in due process hearing, arbitrations, administrative hearings, judicial litigation and any appeals.

Our Labor & Employment attorneys regularly investigate employee complaints and vigorously defend our employer clients in [litigation](#) and administrative matters at the federal, state and local levels. We conduct employee investigations in a wide variety of claims including those involving:

- Harassment, discrimination, retaliation, and misconduct (including criminal conduct and threats of violence)

Key Contacts



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Connected Industries

[Business](#)

[Education](#)

[Franchise Law](#)

[Municipal](#)

[Special Districts](#)

Related Practices

[Government Policy & Public Integrity](#)

[Labor & Employment](#)

[Labor & Employment Litigation](#)

[Labor Negotiations & Other Union Matters](#)

- Code violations
- Alcohol and drug abuse
- Unsafe work environment claims
- Disability accommodations
- Exercise of protected rights
- Misconduct claims against officers, directors, managers, high-level elected officials and appointed officials and managers, police officers, firefighters and others

[Public Agency Labor & Employment](#)

[Public Safety](#)

[Wage & Hour Law](#)

[Workplace Safety](#)

People



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Areas of Focus: California Public Records Act | General & Special Counsel | Investigations | Public Agency Labor & Employment | Public Agency Litigation | Public Contracts & Construction

News & Events

EVENT | NOV 20, 2019

2019 CALPELRA Annual Training Conference

California Public Employers Labor Relations Association

LEGAL ALERTS | FEB 08, 2019

Compensation, Harassment and Discrimination Cases Brought Labor & Employment Law Changes

California's 2019 Labor & Employment Update: Part II

AUTHORED ARTICLES & PUBLICATIONS | JAN 22, 2019

Best in Law: #MeToo Focus of New California Employment Laws

Joseph Ortiz Writes of New Laws Meant to Protect Employees for the Southern California Newspaper Group

LEGAL ALERTS | JAN 15, 2019

#MeToo Impact and Other Legislative Changes

California's 2019 Labor & Employment Update: Part I

EVENT | DEC 03, 2018

CALPELRA Annual Conference 2018

The California Public Employers Labor Relations Association

EVENT | SEP 15, 2018

Sexual Harassment Law After #MeToo

California Lawyers Association

EVENT | JUN 06, 2018

How to Do a Proper Investigation

HR Pro Conference

AUTHORED ARTICLES & PUBLICATIONS | MAY 23, 2018

Harassment and Transgender Regulations: Workplace Impact

BB&K Partner Joseph Ortiz Writes on Recent Regulations in Riverside Lawyer Magazine

BB&K EVENT | JAN 18, 2018

BB&K Annual Labor & Employment Update 2018

Free BB&K Seminar

| JAN 09, 2018

[WEBINAR] Labor & Employment Law: What Changed in 2017

BB&K Free Webinar

BB&K EVENT | JAN 09, 2018

Labor & Employment Law: What Changed in 2017

BB&K Free Webinar

AUTHORED ARTICLES & PUBLICATIONS | DEC 26, 2017

Best in Law: Four Steps Employers Can Take to Avoid a #MeToo Situation

BB&K Attorneys Joseph Ortiz and Tristan Kirk Write for the Press-Enterprise

LEGAL ALERTS | DEC 05, 2017

Addressing Workplace Harassment in an Age of Heightened Awareness

Four Steps Employers Can Take Now

PRESS RELEASES | FEB 22, 2017

Partner Arlene Prater Named One of San Diego's Most Influential Women in Business

San Diego Daily Transcript Recognizes Women for Impacts in Their Fields

EVENT | JAN 27, 2017

Business Seminar Series: New Labor Laws 2017

Greater Riverside Chambers of Commerce

| DEC 09, 2016

[WEBINAR] Annual Labor & Employment Update 2016

New Legislation and Case Law Impacting California Employers

BB&K EVENT | DEC 08, 2016

BB&K Webinar: Annual Labor & Employment Update 2016

9:30 - 11:30 a.m. PT | Webinar
