

Workplace Investigations Services

Local. National. Legal Services for Employers.



The laws that govern the workplace are constantly changing and becoming increasingly complex. Mathews Dinsdale has the expertise to help your organization understand its obligations and guide you through the challenges of conducting workplace investigations.

Today, changes in Canadian employment law have placed greater significance on workplace investigations. When issues or complaints arise, it is critical that your organization, from your human resources and labour relations professionals to managers and supervisors, are aware of your company's obligations.

Mathews Dinsdale is a recognized leader in Canada for its expertise in the conduct of workplace investigations. Our experienced lawyers regularly advise employers on conducting investigations effectively, and guiding them through difficult issues that may come up.

Workplace Investigations Training

Human resources and labour relations professionals are having to spend more time conducting formal and informal investigations of workplace complaints. This is in part a response to the increasing requirements of human rights and occupational health and safety legislation as well as internal workplace policies. The complaints that require investigation

may relate to complaints of workplace harassment and discrimination, issues related to just cause misconduct, violations of workplace policies, or other difficult issues.

In light of this area of increasing responsibility, many human resources and labour relations professionals are welcoming the opportunity to continue to improve their skills and experience in order to be better prepared for the rigors of investigating workplace complaints.

Our workplace investigations training program provides human resources and labour relations professionals with hands-on training on how to properly conduct an internal workplace investigation taking into account the legal requirements and best practices. In an engaging, interactive manner, our program focuses on assisting our clients to continue to develop important skills such as how to:

- Plan the investigation, including what documentation to review in advance and how to create an interview plan
- Determine whether to try to assert privilege over the investigation
- Critically assess the issues requiring investigation
- Conduct interviews of the complainant, respondent and witnesses
- Properly weigh the evidence, including the credibility of those interviewed
- Identify what documentation to maintain in the file (and the record)

- Write a proper report
- Communicate the results of the investigation to the complainant and respondent

We use a “mock” investigation format which has been praised as both engaging and educational. Our program provides immediate coaching and helpful feedback to ensure that the skills developed can be immediately and effectively applied within the context of workplace investigations.

Our lawyers explain the law in a clear and practical way that allows immediate application in your organization. Sessions are interactive and can include real life simulations and case studies.

Whether your organization wishes a more advanced program or a basic level introduction to these skills, we can customize our program as necessary, taking into account the client’s budget and experience.

Conducting Workplace Investigations

At Mathews Dinsdale we have a team of experienced lawyers who regularly conduct workplace investigations for organizations across Canada. The considerable experience of our lawyers spans diverse business sectors and industries. Our lawyers have conducted investigations into a variety of complaints, including allegations of sexual harassment, sexual violence, discrimination and harassment, hostile work environment, bullying and psychological harassment, code of conduct violations and employee misconduct, abuse of authority and policy or statutory violations.

Related Services

Mathews Dinsdale is often requested to employ its investigative expertise to assist clients in addressing additional challenges, including:

- **Workplace Assessments** – We gather information regarding the workplace environment and culture practices and/or behavior in the workplace and work to assist the client to address causes of conflict or other challenges in the workplace.
- **Investigative Support** – We regularly provide guidance and support as well as second opinions, to in-house workplace investigators regarding legal obligations, obstacles or challenges, and best practices within the context of the conduct of an investigation.

Connect with us

For more information about how we can serve you in respect to our Workplace Investigations Services, please contact your Mathews Dinsdale lawyer or visit our website at mathewsdinsdale.com.

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