


COMPLAINT INVESTIGATIONS





Properly handling allegations of discrimination, harassment, employee misconduct and other workplace wrongdoing is critical to achieving a just outcome, protecting employee morale, maintaining an ethical presence and preserving the optimal performance of your organization.

The investigators at CPS HR Consulting utilize legal analysis to reach factual and policy determinations. While their findings do not resolve questions of law, they can help you resolve internal complaints or civil litigation and satisfy your obligation to investigate as required by state and federal law. Moreover, our investigation specialists deliver a number of other advantages:

- Objective, third-party investigations
- Credible testimony in court, if necessary
- Specialization in employment-based complaints (versus our competitors' criminal investigators)
- Public sector expertise – familiarity with applicable laws, rules and regulations

At CPS HR Consulting, our team of licensed attorneys and private investigators specialize in investigating workplace complaints exclusively for the public and non-profit sectors.

These high-quality investigation services can serve as your first line of defense, reducing potential liability in cases regarding:

- Disability
- Race/Age discrimination
- Workplace violence
- Sexual harassment
- Security breaches

INVESTIGATIVE PROCESS

The circumstances of individual cases may warrant additional action, but, in general, our investigative methodology includes:

1. Meeting with the client for a briefing of the complaint; gathering any documents that may exist
2. Conducting interviews of complainant, the alleged perpetrator and witnesses
3. Cross-referencing this information with information acquired from other employee interviews, verifying and confirming as necessary
4. Providing results of investigation and subsequent interviews in a detailed summary and a final report

Your agency should have a solid basis for taking action and defending itself against claims of inaction and unfair treatment.

The objective of any investigation, regardless of the type, is to obtain reliable facts so that you can make informed decisions about the complaint – exactly the results you can expect from the Complaint Investigation specialists at CPS HR Consulting.



For more information about Compliant Investigation Services from CPS HR Consulting, please contact us at [916.471.3112](tel:916.471.3112).

ABOUT CPS HR CONSULTING

Established as a self-supporting public agency in 1985, CPS HR Consulting provides a full range of human resource products, services and consultation to public sector and non-profit clients.

With the ultimate goal of maximizing the organizational performance of our clients, we develop talent management strategies and integrated solutions for recruitment, classification and compensation and training and development.

- 80 full-time employees
- 200+ project consultants
- 1200+ public and non-profit clients throughout the U.S. and Canada
- Office locations in Sacramento, CA (Headquarters), Austin, TX and Littleton, CO