



## Maintaining a safe work environment

We conduct objective workplace investigations for employee misconduct.

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## Workplace investigations

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The workplace is changing. And so are the laws that regulate how we handle employee misconduct. Allegations of abuse of one staff member by another must be dealt with fast and decisively to prevent a situation to escalate.

Workplace investigations have become increasingly important for employers as part of their obligation to maintain a safe work environment. Legislation requires employers to investigate complaints regarding workplace violence, harassment, bullying or discrimination. Where there are allegations of serious misconduct, hiring an impartial, third-party investigator to perform an objective, prompt, and legally defensible investigation is strongly advised.

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## What's the risk?

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Increasingly, employers have been subjected to scrutiny by courts and tribunals for failing to take appropriate and prompt action in properly investigating workplace incidents. Flawed investigations can expose employers to significant liability claims. It's crucial to select a credible, well-trained and unbiased investigator who knows the law.

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## How we can help you

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Our certified workplace investigators know the legal requirements of procedural fairness and due process. We provide expert advice that will minimize the time, costs and disruptions associated with resolving workplace disputes.

Understanding the effects of trauma on individuals, we are sensitive to their plight and will maintain confidentiality and protect the privacy of all involved. What we do:

- Conduct impartial, efficient, sensitive, and timely workplace investigations that are fact-based, focused on evidence and assessments of credibility.
- Provide you with reliable information to determine whether allegations are substantiated and what actions you should take.
- Offer support and guidance if you conduct your own internal investigations.

Depending on the mandate, investigations can involve interviewing complainants, respondents and witnesses; making findings of fact; applying relevant workplace policies and legal requirements; and drafting a report with findings whether the allegations are substantiated.

We can also make recommendations based on our findings. Where the results identify a need for employees to understand proper workplace conduct, we can provide customized post-investigation training, addressing gaps in knowledge or compliance identified during the investigation process.

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## Contact us

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To find out how we can assist you, contact:

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