



# Episode 233: Challenges in Workplace Investigations with Amy Jacobs

## Discussion Starter

Use this guide to spark conversations with your HR team

1. Anonymous complaints can signal real workplace risks even when details are limited. How does our organization decide which anonymous complaints warrant further investigation?

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2. Recording interviews can create both clarity and legal risk. What is our organization's policy on recording investigative interviews, and why?

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3. Investigations often uncover leadership or management gaps beyond the original complaint. How do we address broader issues identified during investigations?

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4. Retaliation claims often arise after complaints are resolved. What safeguards do we have in place to prevent real or perceived retaliation?

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