



Workplace Investigations—Be Prepared with Best Practices



with **Julia L. Tate, MA, PHR,
SHRM-CP, CCEP**

2nd Street Station

November 19th, 2024

11:30- Lunch

12 p.m. to 1-Presentation

Numerous laws require timely investigations into employee complaints (e.g., Title VII, Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Occupational Safety and Health Act (OSHA), state and local nondiscrimination laws, etc.) When properly done, investigations can help your organization identify and resolve internal problems before they become widespread. Are you ready to respond when the time comes?

Learn best practices for conducting workplace investigations in this interactive session. Whether you have conducted many investigations or not, come prepared to share your experiences in this co-learning environment. A few key takeaways:

- Ideas for nurturing a speak-up culture
- Basics in creating an investigation plan
- Maintaining confidentiality and neutrality
- Overview of components of the investigative report

About your presenter:

Julia Tate has served organizations across numerous industries and size with business administration and HR expertise for more than 25 years. As a Certified Corporate Compliance Professional and HR certified professional, she is committed to helping organizational leaders and HR departments improve practices that uphold dignity in the workplace while reducing risk. She often counsels leaders on strategic responses to tricky people problems which can include investigations. Since 2017, she has served as Founder and President of HR Executive Partners, LLC with clients based mainly in the Midwest.



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