



**nilan
johnson
lewis PA**

Workplace Investigations

Employers are often held liable for the misconduct of their managers, employees, or even independent contractors. And the first thing an employer needs to know when it learns of workplace misconduct is “What happened?” From highly-charged allegations with significant reputational implications to less sensational allegations that can still overwhelm a human resources department, Nilan Johnson Lewis has assisted employers of all sizes in answering that question. We understand the need for swift resolution, and our attorneys have expertise handling even the most complex workplace investigations with skill, sensitivity, efficiency, and respect. We also understand the ethical and confidentiality issues that often arise around an investigation. And because we are experienced litigators, we can offer practical advice regarding the strengths and weaknesses of your business’s position should allegations lead to litigation.

Overview of our expertise

Labor and Employment

Affirmative Action Plans and
OFCCP Compliance

EEOC Class Investigation and
Litigation Defense

Discrimination Defense

Trials and Arbitrations

FLSA/Wage-and-Hour Defense

Executive Agreements and
Severance

Labor Management Relations

Leave of Absence and Disability
Advice/Defense

Non-Compete and Trade Secret
Litigation

Pre-Hire Testing and
Background Check
Advice/Defense

Preventive Employment
Counseling

Reductions in Force

Whistleblower/False Claims Act
Defense

Workplace Investigations

Industry Focus: Health Care

Industry Focus: Retail

Industry Focus: Tech Startups