



Workplace Investigations

Practice Areas

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
California Employment Law
Executive Agreements and Severance
Labor Management Relations
Leave of Absence and Disability Advice/Defense
Non-Compete and Trade Secret Litigation
Pay Equity Advice and Defense
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: Restaurants
Industry Focus: Retail
Industry Focus: Tech Startups

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.