

## Practice Areas

### Labor and Employment

Affirmative Action Plans and OFCCP Compliance  
EEOC/Agency Class Investigation and Litigation Defense  
Discrimination Defense  
Trials and Arbitrations  
Diversity, Equity & Inclusion Initiatives  
FLSA/Wage-and-Hour Defense  
Corporate Immigration Law  
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: Manufacturing  
Industry Focus: Retail  
Industry Focus: Restaurants  
Industry Focus: Tech  
Industry Focus: Higher Education

Nilan Johnson Lewis attorneys understand the importance of confidentiality and thoroughness when it comes to investigations. Whether responding to a governmental investigative demand, internal misconduct, or a special litigation committee, our decades of experience have honed our investigation and interview techniques, allowing us to dig deep and distill the true merits of the situation, so you can meet the varying demands. Employers are often held liable for the misconduct of their managers, employees, or even independent contractors. The first thing an employer needs to discern 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. Our investigations range from pre-litigation individual employee allegations to class-based allegations from multiple employees. We investigate at all levels of the organization, from C-Suite and senior management to hourly employees. We advise boards and management regarding potential exposure (including legal risk, internal employee morale, and public image), and provide recommendations regarding employment actions and other next steps. Examples of workplace investigations handled by our team include:

- Allegations of sexual assault
- Sexual and other forms of harassment
- Discrimination, including systemic workplace culture concerns
- Workplace theft
- Conflicts of interest
- Fraud
- Employee theft
- Ethics violations
- Bullying
- Whistleblowing
- Workplace misconduct
- Violations of safety rules

We also handle investigations for a broad range of industries and entities including:

- Healthcare Companies
- Hospitals
- Medical Clinics
- National Law Firms
- Technology
- Government
- Universities And Schools
- Non-Profits
- Retail
- Finance

Our team of experienced investigators understands the importance of discretion and diligence when it comes to workplace investigations. Our decades of experience have honed our investigation and interview techniques, allowing us to dig deep and distill the true merits of the allegations, while avoiding disruption to our clients' business and enable us to provide practical advice for resolving not just a particular allegation or incident, but also its root causes.