

We investigate workplace complaints with rigour, fairness, impartiality and empathy, to make legally sound findings of fact.

Our national team of 20+ investigators has conducted 1,600+ workplace investigations over the past 15+ years.

This experience, combined with our commitment to industry excellence, has cemented our reputation as the investigators leading employers, government entities and law firms trust to investigate their most complex, high-risk, and high-profile workplace complaints.



Our firm developed the industry-recognised best practice investigations handbook, *Workplace Investigations: Principles and Practice (2nd Edition)*.



OUR RECORD

Our team leads 200 investigations annually. Two types of misconduct comprise 70 per cent of our work.

50%
bullying
and/or
harassment

20%
sexual
harassment

The remaining matters we investigate include conflicts of interest, discrimination and retaliation. Many of our cases involve protected disclosures. We also conduct **gender-based violence investigations** in university settings and **Reportable Conduct Scheme investigations**.

INDUSTRY EXCELLENCE

We hold ourselves and our work to the highest standards of industry excellence.

We do this through:

- reviewing and refining our firm's investigation processes to ensure they remain at the forefront of industry best practice
- ongoing professional development of our team
- our active participation in professional associations such as the Association of Workplace Investigators – Australia
- providing professional advisory support to internal investigators
- facilitating training events and presenting at national and international conferences
- lecturing in workplace investigations and publishing industry insights in articles and journals.

OUR PROCESS

We tailor each investigation, taking into account the nature of the allegations, circumstances of each participant and relevant workplace laws and policies. Our firm recognises there are times when matters need to be progressed urgently, which is why we also offer **rapid response investigation services**.

1

Discuss and agree the investigation scope, terms of reference and cost. We offer fixed-fee investigation options.

2

Plan the investigation including confirming specific support, such as translation services or cultural support, and any accommodations required for participants.

3

Collate evidence including interviewing relevant witnesses and gathering electronic, video and other evidence.

4

Prepare and deliver a peer-reviewed report which includes a summary of relevant evidence, reasoning and findings of fact.