

Services

Employer Internal Investigations

Practice Contact

Andrew C. Smith

Attorneys

Nelson D. Cary

Daniel J. Clark

Thomas R. Crookes

Monica A. Fitzgerald

Jackie Ford

Robert A. Harris

Allen S. Kinzer

Mark A. Knueve

Janay M. Stevens

Jonathan R. Vaughn

Our lawyers who practice in the area of internal investigations possess a breadth of skills and experience that allow us to provide our clients with multidisciplinary approaches to the problems that they confront. Our firm is frequently called upon to investigate issues of actual or potential wrongdoing by employees or management.

Our attorneys regularly conduct internal investigations for employers facing complaints of unlawful harassment and discrimination. We also conduct pre-litigation investigations, both as neutral investigators and to mount our clients' defense to anticipated claims.

We have successfully handled investigations throughout the U.S. and internationally, ranging from allegations of workplace bullying, whistleblower retaliation and leaks of confidential information to theft of company property, nepotism and discrimination. We also regularly train clients how to conduct their own internal investigations.

In addition to the investigations noted above, our lawyers have investigated allegations involving:

- Sexual harassment, inappropriate relationships and sexual assault, including cases investigated simultaneously in multiple U.S. states and internationally
- Discrimination based on gender, disability, race and national origin
- Leaks and misappropriation of confidential information and trade secrets
- Bullying, harassment and intimidation
- Whistleblower and retaliation claims
- Abuse or neglect of patients by staff at health care facilities
- Discrimination against customers and customer profiling
- Compliance with internal Codes of Conduct, policies and processes
- Breach of non-competition, non-solicitation and confidentiality provisions

News

News, 4.8.2019

Former BP Associate General Counsel Joins Vorys

News, 3.14.2019

Ford Featured in WVTF Story Titled "LG Fairfax Still on Leave as His Law Firm Investigates"

Publications

Authored article, *Texas Lawyer*, 10.22.2019

Managing Whistleblowers from an Employer's Perspective

Client alert, 4.22.2019

Labor and Employment Alert: Five Frequent Issues With HR-Related Internal Investigations

Authored article, *Employment Law360*, 1.5.2018

Conducting Harassment Investigations With Outside Counsel

Authored article, *Corporate Counsel*, 9.19.2016

What University Scandals Teach In-House Counsel About Protecting Attorney-Client Privilege

Speaking Engagements

Event, 4.25.2024

2024 Cincinnati Labor and Employment Seminar

Event, 4.24.2024

Webinar: Translating Employment Law into Clear, Meaningful and Defensible Company Policy

Event, 9.13.2023

AF&PA Fall 2023 General Counsels Coordinating Committee Meeting

Event, 10.20.2020

Knueve Speaks at the 2020 RILA Retail Law Conference

Event, 10.17.2019

Knueve and Smith Speak at the 2019 RILA Retail Law Conference

3.22.2019

American Bar Association Panel

11.10.2017

25th Annual Texas Minority Counsel Program (TMCP)