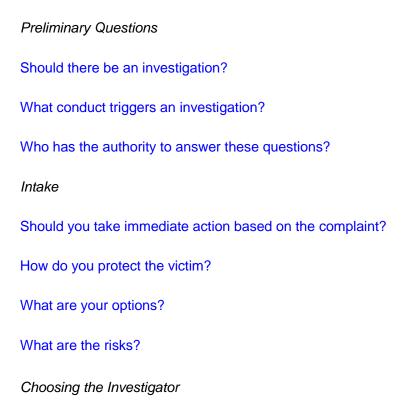
## TRIBAL EMPLOYMENT NEWS

## **Employee Misconduct Investigations**

As employers, tribes provide due process by giving employees an opportunity to raise concerns, investigating those concerns, and thereafter making a decision by comparing the facts against defined expectations. Human resources professionals oftentimes serve a significant role in the investigation phase of evaluating employment related behavior. On May 19 & 20 at Wyandotte Nation I have the privilege of presenting on the topic of employee misconduct investigations. As human resources professionals, investigators, tribal council, tribal administrators and lawyers, you are invited to participate. Your participation is essential to a meaningful conversation on an important topic.

## At this two day session, we will address the following:



Should you engage an outside investigator?

Will this be an internal investigation?

Have you considered engaging your legal counsel to assist which may trigger privilege?

Gathering Information	
Planning the process.	
Interviews.	
Gathering other evidence.	
Talking to the alleged perpetra	tor.
Does the alleged perpetrator h	ave rights?
Documentation	
Preparing the written report or	reports.
Evaluating the reports.	
Decision	
What should be the employer's	s response to the investigation?
What are the employer's option	ns?
As a tribal employer, what law	guides these options?
Specific Kinds of Investigation	s
Investigating Discrimination	Investigating Theft
Investigating Harassment	Investigating Threats and Violence
Investigating Bullying	

If you want to join us at Wyandotte Nation on May 19 and 20 the cost is \$450 per person, please send me an email at <a href="richardmcgee@comcast.net">richardmcgee@comcast.net</a> or call at <a href="mailto:612-812-9673">612-812-9673</a>. Please join us for an important discussion regarding the investigation process.

Are you inclined to forward this email to a colleague who may be interested in participating in an important conversation?