

# The Workplace Investigator's Blog

Spring 2025

Karen Carrera is certified by the Association of Workplace Investigators and bilingual in Spanish



Hello!

I am excited to publish our second Workplace Investigator's Blog since joining the great team at Renne Public Law Group and becoming the Head of the Investigations Team!



I want to take this opportunity to introduce the members of our team: Partners [Andrew Shen](#) and [Rubin E. Cruse, Jr.](#), Of Counsel [Jannie Quinn](#), Senior Associates [Anastasia Bondarchuk](#) and [Michael Zitani](#), Associate [Maribel Lopez](#) and Consultants [Kathleen Kennedy](#) and [David Swing \(Ret.\)](#).

Congratulations go out to Anastasia Bondarchuk who recently [completed the Association of Workplace Investigators Institute](#) and is awaiting certification from AWI.

Our team conducts workplace investigations for both public and private employers, addressing complaints of harassment, discrimination, retaliation, bullying and other alleged misconduct.

I'm thrilled to continue my workplace investigator's blog tradition here at RPLG! This quarter's edition will dive into debunking common misconceptions among plaintiffs' employment attorneys about the role of workplace investigators, how to write better investigation reports using plain English, best practices for ensuring neutrality as a workplace investigator attorney, a review of EEOC standards for protecting transgender and non-binary workers in light of new executive action and providing tips for employers in the event of an ICE audit or raid.

Plus, I'm sharing a cherished family recipe for [Arroz Con Carne](#), perfect for Spring parties or potlucks.

I hope you find it informative and enjoyable.

Happy spring to all of you,

[Karen Carrera](#), AWI-CH  
Of Counsel and Head of Investigations  
Renne Public Law Group



Members of RPLG's Investigations Team at the League of California Cities City Attorneys Spring Conference in Burlingame.

## Investigation Insights

### Understanding the Role of the Workplace Investigator: Debunking Common Misconceptions Among Plaintiffs' Employment Attorneys

Debunk common misconceptions held by employment attorneys about workplace investigators and their role as neutral factfinders rather than defense attorneys and why understanding these distinctions matters for all parties in employment litigation.

[Learn More](#)



### Why Plain English Matters in Workplace Investigation Reports

Learn more about why you might want to use plain English in workplace investigation reports, and how clear, jargon-free writing enhances credibility, improves understanding and strengthens the defensibility of your findings under scrutiny.

[Learn more](#)



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Of Counsel and Head  
of Investigations



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## Balancing Roles: Best Practices for Ensuring Neutrality as a Workplace Investigator Attorney

Dive into essential guidance for attorney-investigators on maintaining impartiality while avoiding common pitfalls that can compromise neutrality and undermine the credibility of investigation outcomes.

[Learn more](#)



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## Protecting Transgender and Non-Binary Workers: EEOC Standards and the Legal Fallout of Executive Action

Explore the impacts of Executive Order #14168 on transgender and non-binary workers' rights, and take an in-depth look at how recent dismissals of discrimination cases creates uncertainty for employers navigating workplace protections

[Learn more](#)



Emma Wilcox  
Legal Assistant



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## How Employers Can Prepare for ICE Audits and Raids: Tips for Compliance and Crisis Management

Learn about practical strategies for preparing for and responding to ICE audits and raids, including compliance tips, employee rights

education, and crisis management protocols that protect both businesses and workers.

[Learn more](#)



Maribel Lopez  
Associate



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