

The Workplace Investigator's Blog

Fall 2025

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



Hello!

As the leaves turn and the year winds down, we're excited to bring you a fresh batch of insights, updates and a little flavor from our team at Renne Public Law Group. This season's newsletter is packed with timely and thought-provoking content to support your work in public sector investigations and HR compliance.



We kick things off with a deep dive into the high-stakes world of public safety investigations in "Guardians Under Scrutiny," where we explore best practices for conducting neutral investigations under POBR and FBOR. Finally, we tackle the shifting terrain of federal enforcement in "Navigating the New EEOC Landscape," a must-read for anyone grappling with evolving civil rights standards and DEI-related complaints.

On a lighter note, we're thrilled to share a cherished family recipe from [Karen's Latin Kitchen: Peruvian ceviche](#), a vibrant dish that's as refreshing as it is meaningful. It's a delicious reminder that tradition and connection are just as important in the kitchen as they are in the workplace.

And speaking of connection, we're proud to announce that members of our investigations team — including Partner and Head of Investigations Practice Group [Karen Carrera](#), Senior Associates [Anastasia Bondarchuk](#) and [Michael Zitani](#) and Associate [Maribel Lopez](#) — recently presented at the CALPELRA Conference in Monterey on November 19 and 20. Our sessions, "[EEOC Civil Rights Enforcement in a Changing Landscape and its Impact on Workplace Harassment Investigations](#)" and "[Best Practices for Cost-Effective, Efficient and Defensible Workplace Harassment Investigations](#)," were both informative and engaging.

We hope this edition inspires reflection, conversation and maybe even a little culinary adventure. As always, thank you for reading — and for the vital work you do.

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



Members of RPLG's [Investigations Team](#) at the League of California Cities City Attorneys Spring Conference in Burlingame.

Pictured from left to right: Maribel Lopez, Mellisa Patao, Mauricio Grande, Michael Zitani, Anastasia Bondarchuk, Karen Carrera, Taylor Evans

Investigation Insights

Navigating the New EEOC Landscape: What Investigators Need to Know

Dive into the shifts in the Equal Employment Opportunity Commission's (EEOC) enforcement priorities, including its stance on disparate impact claims, scrutiny of diversity, equity and inclusion programs and the changing legal landscape surrounding transgender discrimination.

[Learn more](#)



Guardians Under Scrutiny: Best Practices for Neutral Investigations Under POBR and FBOR

Learn more about the best practices for neutral investigations involving peace officers and firefighters under California's Public Safety Officers Procedural Bill of Rights Act (POBR) and Firefighters Procedural Bill of Rights Act (FBOR).

[Learn more](#)



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