

The Workplace Investigator's Blog

Summer 2026

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

RPLG

Renne Public Law Group

Hello!

As the summer sun shines and vacation season is in full swing, I'm delighted to bring you the latest edition of the Workplace Investigator's Blog! This quarter, we're exploring some of the most timely and practical issues facing workplace investigators, HR professionals and public employers today.

We begin with "The Hidden Liability of Favoritism: How Public Entities Handle Favoritism and Nepotism Claims and How to Investigate Them," which examines the legal and workplace risks associated with favoritism and nepotism, along with guidance for recognizing, investigating and addressing these complex complaints.

Next, "Investigating Same Culture Bias with Spanish-Speaking Employees" explores how shared language and cultural backgrounds can introduce unique challenges during workplace investigations.

Finally, I'm excited to share a recipe from [Karen's Latin Kitchen: Peruvian Empanadas](#). This delicious, flaky dish is perfect for any gathering, and the recipe also includes a creamy green cilantro sauce that's great for dipping!

I hope you enjoy this edition, and 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

Please contact Renne Public Law Group Partner and Head of Investigations Practice Karen Carrera at kcarrera@publiclawgroup.com if you need advice and counsel on employment or an unbiased, prompt and thorough investigation. Our lawyers can help. Bilingual and bi-cultural.



Investigation Insights

The Hidden Liability of Favoritism: How Public Entities Handle Favoritism and Nepotism Claims and How to Investigate Them

Few workplace issues generate more employee complaints than favoritism. For HR professionals, employers and employment lawyers, these complaints present a challenging question: Is favoritism a workplace culture problem, a policy violation or a legal risk?



[Learn more](#)

Investigating Same Culture Bias with Spanish-Speaking Employees

Discrimination can take place at work within the same culture, nationality or ethnic group. While it is important to avoid generalizations and recognize that many factors can influence workplace dynamics, it is worth exploring some of the circumstances that may contribute to conflict or tension between Latinx supervisors and immigrant workers, even when they share similar ethnic and/or cultural backgrounds.



[Learn more](#)

[Follow Renne Public Law Group on LinkedIn](#)



350 Sansome St., Suite 300

San Francisco, CA 94104

info@publiclawgroup.com

(415) 848-7200

Public Law Group®





Try email marketing for free today!