The Workplace Investigator's Blog

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Hello!



The leaves are changing color, and the weather is *finally* cooling down. Fall is here, which means a new edition of the Workplace Investigator's Blog! This quarter's newsletter offers important insights into complex workplace issues and how to keep yourself informed to best navigate them.

First, a hot topic that is likely to define the decade: artificial intelligence. "AI-Generated Employee Complaints: Good, Bad, or Neutral? How Investigators Can Distinguish Fact from Fiction," examines an increasing trend of workplace complaints being assisted by generative AI and how, as workplace investigators, we might reframe our approach to this problem.

Next, I am excited to share a collaborative piece with RPLG Fellow **Annika Lindberg**, titled, "Informal Power, Real Consequences: Harassment Liability Beyond the Chain of Command." This piece explores how factors beyond the chain of command can lead to workplace power imbalances and the importance of thoroughly investigating any alleged harassment.

Then, "Toxic Workplaces: What Are They, When Should You Investigate, and How to Prevent Them" discusses the varying definitions of the term and how a toxic workplace can reflect on an agency's identity even without unlawful conduct.

Lastly and deliciously, I'm thrilled to share a recipe from **Karen's Latin Kitchen: Peruvian Arroz con Pollo**. This potluck staple is perfect for Fall or football Sunday. Most notably, this recipe includes a couple of tricks I learned from the award-winning Peruvian Chef Gastón Acurio.

As always, thank you for your continued hard work, and please enjoy this edition of the Workplace Investigator's Blog.

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*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

AI-Generated Employee Complaints: Good, Bad, or Neutral? How Investigators Can Distinguish Fact from Fiction



Artificial intelligence has arrived in the workplace, and it is increasingly appearing in an unexpected place: employee complaints. As workplace investigators, rather than focusing on whether AI was used, we should focus on whether the allegations warrant investigation.

Learn more

Informal Power, Real Consequences: Harassment Liability Beyond the Chain of Command



While examining organizational charts can be a good way to start a workplace harassment investigation, the analysis doesn't necessarily end there. A thorough investigation will consider many factors that could lead to a power imbalance issue, not just the chain of command.

Learn more

Toxic Workplaces: What Are They, When Should You Investigate, and How to Prevent Them



Despite its common usage, “toxic workplace” is not a legal term and does not necessarily mean unlawful conduct has occurred. For investigators, the challenge is knowing when a complaint requires a formal investigation and when broader organizational interventions may be necessary.

Learn more

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