



## EMPLOYEE RELATIONS

### INVESTIGATION SERVICES

Investigating internal employee complaints often involve complicated, personal and litigation bound issues for the organization.

A number of problems may be created by an improper investigation, including loss of employee morale, destruction of confidentiality and potential litigation involving the organization as well as the investigator.

In addition to complaints of discrimination and harassment (including sexual harassment as well as other forms of harassment), public companies must follow certain protocol when dealing with ethical complaints after the passage of the Sarbanes – Oxley Act in 2003.

**Human Resource Management, Inc. is your premier resource for professional employee concern and complaint investigations.**



#### HUMAN RESOURCE MANAGEMENT, INC.

Post Office Box 361225  
Birmingham, Alabama 35236  
Phone: 205.978.7198  
Toll-Free: 1.866.947.2727  
Fax: 205.978.7198  
Email: [info@HRMasap.com](mailto:info@HRMasap.com)  
Website: [www.HRMasap.com](http://www.HRMasap.com)

### Why Choose Human Resource Management, Inc.?

- **Experience.** HRM consultants have over 70 combined years of experience conducting complaint investigations, having performed many complicated and high-profile complaints involving sexual harassment, management abuse, felonies and sex discrimination.
- **Expertise.** Our consultants are credentialed and highly trained human resource professionals. While they do not provide legal advice, they understand the potential pitfalls as well as the elements needed to ensure a proper internal investigation is conducted.
- **Impartial.** A fair and impartial investigation is crucial to the effectiveness of any internal complaint process. Not only are the conclusions more trustworthy, but employees receive a strong message when complaints are treated appropriately and fairly. Beyond the employee relations benefits, the federal government has legislatively ordered investigations of whistleblower and fraud complaints with the passage of the Sarbanes-Oxley Act, even if made anonymously. Third party investigators' inherent impartiality lends valuable credence to the conclusions of an investigation, particularly when senior management is implicated.
- **Choice.** HRM is the investigation resource often referred and retained by leading employment lawyers and firms across the region.
- **Support.** Organizations do not merely hire one investigator when they choose HRM; rather, clients obtain the benefit of the knowledge of the HRM regional network of consultants. HRM consultants draw on the varied experiences and knowledge of this network to provide a substantial resource in adequately addressing issues that arise during investigations.
- **Lack of Conflict.** Using an HRM investigator ensures that the organization's attorney is available for confidential counsel and representation without the fear of discovery or conflicts that may result if the attorney conducts an investigation.
- **Availability.** HRM investigators are available to promptly respond to immediate needs anywhere in the continental United States. Se habla Español – Bilingual speaking consultants available.