

# Ethical Investigations in Today's

**#WOKE**


## Non-Profit Workplace

by  
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90%



90% of employees  
who eventually file  
suit initially report  
concerns internally

National Whistleblowers Center

# Cases



1.) Jury rejected claim of retaliation because **investigation was well-documented**. *Lyons v. Denton ISD*, No. 15-05355-158 (158<sup>th</sup> Judicial Dist. Court, Denton County, TX).

2) Chrysler Ops Mgr wins sexual harassment case. Investigation was not thorough or timely; plaintiff **not interviewed**; no written report; investigation took 5 months; and Chrysler took no temporary actions to address situation pending investigation. *Rice v. FCA USA LLC*, Calif. Ct. App., (Jan. 2018).

3) 5<sup>th</sup> Circuit cautioned against allowing a person with **a self-serving retaliatory motive** to be in charge of an investigation. *Fisher v. Lufkin Industries, Inc.*, 847 F.3d 752 (5th Cir. 2017)

5



Anything BIG happen  
in workplace harassment lately?

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