Session:
Investigating Workplace Bullying

Presenters:
Catherine Burr
and
Barbara Humphrey

Summary of Investigation Challenges:

I. Assessing if an investigation is always the right option

II. Understanding and working within the Investigator's mandate

III. Securing properly particularized complaints

IV. Critical: Developing and updating an investigation plan

V. Securing meaningful and relevant input from necessary interviewees (*i.e. complainants, respondents and other interviewees*)

VI. Investigations where parties are represented by a bargaining agent

VII. Effective fact gathering and effective analysis of evidence

VIII. Understanding and appropriately using similar fact evidence

IX. Maintaining credibility of the process with all relevant constituents

X. Writing effective Investigation Reports

XI. The critical reporting process: using the Report and results to achieve resolutions and finality