

Investigating Employee Misconduct



Course Number:	MTS NC 118	Scheduled Sessions:
Cost Per Person:	No Charge/Participating, \$188/Non-Participating	7/23/19
Eligibility:	Managers & Supervisors	9/10/19
Instructor:	Jeff Edgar	10/8/19
Length:	8:30 am – 4:30 pm	1/7/20
Certificate Series:	Advanced Leadership Development	3/3/20
Location:	Des Moines, Hoover State Office Building, Level A	4/28/20

Overview:

This course is designed to present an overview to supervisors and managers in understanding the importance, benefits and key elements in conducting effective and defensible workplace investigations. You will learn the steps of the investigation process and enhance your awareness of common investigative mistakes.

Objectives:

- Defining the purpose and process of an investigation, including: gathering evidence, drafting interview questions, preparing for the witnesses, note taking/tape recording and analyzing the information to substantiate the just cause test.
- Applying the standards of 3-key Supreme Court cases:
 - Weingarten
 - Loudermill
 - Garrity
- Understanding the concept of *Just Cause*