



Workplace Integrity and Crisis Management Services

Every organization has a responsibility to protect its workforce and take complaints seriously when they arise. Yet, almost every day, there is a scandal in the headlines about harassment in the workplace. And no institution—regardless of its size or mission—is immune. Unaddressed or mishandled, incidents can exacerbate the harm to victims; destroy employee morale; result in lost revenue, huge liabilities, and reduced shareholder value; and shatter a company's reputation. Arnold & Porter's full service Workplace Integrity and Crisis Management Services team brings the firm's multi-dimensional experience to every aspect of maintaining workplace integrity, from assessment to prevention of issues, and from response to remediation of issues when they arise.

Our team understands that a commitment to workplace integrity starts with a robust and effective compliance program tailored to the company's resources, size, and operations. Coupled with accessible and meaningful policies and training, these programs help an organization fulfill its paramount responsibility to protect its employees. And when employees, customers, or other business partners do report misconduct, our vast experience investigating allegations of misconduct in the workplace allows us to respond expeditiously, sympathetically, and decisively. Addressing complaints forthrightly reaffirms and reinforces the health of an institution's culture and credibility with its workforce and the public.

Risk Assessment, Compliance & Training: Our team works with clients to establish or conduct a thorough review of anti-harassment policies, including appropriate grievance procedures and remedial measures when a claim of harassment or misconduct arises.

We also provide clients with in-house training, including acceptable and unacceptable conduct, unconscious bias and discrimination, and how to respond to and address claims. Our training options range from developing guidance documents that complement existing policies and procedures to presenting full workshops delving into specific issues.

Investigations: A thorough investigation is often a crucial response to a complaint. Internal investigations provide an opportunity to identify and address violations, giving a company the opportunity to fully address inappropriate, problematic, or unlawful behavior in a timely manner. Such investigations also ensure that complainants, witnesses, and the subjects of allegations are treated fairly and with dignity. In the end, these in-depth reviews can mitigate the risk of an enforcement action or litigation. Our attorneys have handled complex internal investigations nationally and internationally, addressing issues such as employee misconduct, whistleblowing, harassment, discrimination, and criminal conduct, including fraud, bribery, embezzlement, and corruption. We have represented entities conducting internal investigations, conducted internal investigations as independent counsel, and represented individuals and other parties in connection with internal investigations.

Crisis and Reputation Management: With a team drawn from practices across our firm, including Labor and Employment and White Collar, our highly experienced counselors have seen crises from every perspective. We can anticipate issues, devise an overarching strategy, and give practical, business-focused advice for every significant legal, reputational, and operational issue that may arise.

Litigation: Our deep bench of civil, criminal, and appellate litigators spans our offices and works as one multi-disciplinary team. In particular, our Labor and Employment and White Collar attorneys have successfully defended clients in jury trials and arbitrations, and our Securities litigators regularly represent parties in private securities-related class actions.

Our team includes former federal, state, and international prosecutors; former clerks to the US Supreme Court and appellate and district courts; and seasoned trial lawyers.

Our Multi-Dimensional Service Capabilities



Representative Experience

- **AmLaw100 firm** in high profile investigation of sexual harassment by a partner.
- **International technology company** in defense of high level manager accused of sexual harassment and gross misconduct. Mediated case and settled for nominal amounts.
- **Board of Directors of a technology company** to investigate claims of sexual harassment by the CEO and founder.
- **Board of Directors of financial services company** to investigate harassment and whistleblower claims, resulting in the termination of the CEO, CFO and other executives.
- **Major computer manufacturer** in a case involving allegations that plaintiff was sexually harassed by her manager, and then terminated based on her gender. Obtained dismissal of the sexual harassment claim on summary judgment.
- **NBA team** in the successful defense of a star player, as well as the team's owners and other high-level executives in a sexual harassment, retaliation, and wage-and-hour case.
- **Major hotel chain**, as co-trial counsel, in obtaining a favorable settlement during jury trial against sexual harassment and discrimination claims.
- **Internet company** in a case involving allegations of sexual harassment and misconduct by a high-level supervisor. The matter was settled on favorable terms.
- **National retailer** in gender discrimination and sexual harassment claim brought by employee alleging gender stereotyping claims. Compelled arbitration, filed summary judgment, and settled for nominal amount before summary judgment hearing.
- **Large multinational semiconductor company** in multiple investigations spanning several years including: sexual harassment claims against a vice president; sex discrimination claims against a head of a division; and race discrimination and whistleblower claims against various senior management officials.
- **Retail chain** in investigation of its Vice President of Operations in claims of sexual harassment and gender discrimination.
- **Board of Directors of a publicly traded technology company** in conducting an internal investigation into allegations of sexual harassment and discrimination by the CEO and CFO, resulting in termination of both senior executives.
- **AmLaw 100 law firm** in defense of numerous EEOC charges alleging gender discrimination and sexual harassment.
- **Major private equity firm** in an arbitration by a female partner who accused the firm and its male partners of a hostile work environment, harassment, and discrimination in connection with pay and promotions.
- **Wireless telephone company** in a multi-plaintiff race discrimination and harassment case in federal court. The matter settled on favorable terms.
- **Portfolio company** in pre- and post-litigation investigations and defenses of discrimination and harassment claims before the EEOC, stage agencies, and in court.

Key Contacts



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