

IDENTIFYING HIGH RISK INVESTIGATIONS

Early identification of high-risk investigations is essential. It enables organizations to proactively address potential threats to workplace integrity, safety, and compliance. By recognizing these cases early, organizations can allocate resources effectively, mitigate reputational and legal risks, and foster a culture of accountability and trust.

- 1 Serious Allegations:** Involving harassment, discrimination, sexual misconduct, violence, or abuse of power.
- 2 Vulnerable Participants:** Including minors, individuals with trauma histories, or those in precarious employment or immigration situations.
- 3 Reputational or Legal Risk:** Potential for media exposure, litigation, or regulatory scrutiny.
- 4 Power Imbalances:** Allegations involving senior leaders, board members, or authority figures.
- 5 Systemic or Cultural Concerns:** Patterns of misconduct, organizational silence, or failures in oversight.
- 6 Psychosocial Hazards:** Situations involving psychological harm, unsafe environments, or breaches of psychological safety.



High risk investigations demand thoughtful planning, cultural sensitivity, and trauma informed care. By applying best practices and recognizing the unique risks involved, investigators can help ensure fairness, safety and trust in the process.