

# HR / Workplace Investigations

**Designed for:** organizations managing sensitive, high-stakes workplace matters where independence, defensibility, and credibility are essential.

## What We Do

Veritas conducts independent workplace investigations where fairness, credibility, and defensibility matter. We support organizations facing complex allegations, tight timelines, and scrutiny from leaders, boards, counsel, regulators, or the public. Our approach withstands review, delivering impartial findings leaders can explain and defend with confidence.

## Why Choose Veritas?

Clients choose Veritas when they need:

- Independence without advocacy
- Speed *inside* controls—not around them
- Defensibility designed into the process from day one
- Senior investigators accountable for the quality of the work

## What This Service Is (and Is Not)

### This service is:

- Independent and investigation-first
- Structured to ensure fairness, clarity, and defensibility at the level the situation requires
- Proportionate to the actual risk, not over- or under-scoped
- Led by senior investigators with built-in quality assurance and oversight

### This service is not:

- Litigation-driven
- Volume-based or rushed processes that create downstream risk
- Delegated to junior staff without oversight
- Advocacy-driven or outcome-shaped work

## What You Can Expect

- ✓ A clear, disciplined process that supports fair decision-making
- ✓ Analysis and findings clearly linked to evidence
- ✓ Reporting that is structured, consistent, and appropriate for review
- ✓ A record that can withstand scrutiny, challenge, or downstream use
- ✓ Visibility into progress, milestones, and next steps where appropriate
- ✓ Investigation records, analysis, and reporting structured for appeal, review, or disclosure

## How the Work is Structured

Our investigations follow a disciplined structure designed to support fair process and defensible outcomes:

### 1 Clear mandate and scope

Authority, roles, and decision requirements are confirmed at the outset

### 2 Method transparency

A documented, principled approach that makes the “how” of the work clear and defensible

### 3 Evidence discipline

Structured collection and analysis focused on integrity of the record

### 4 Analysis and findings

Conclusions tied directly and clearly to the evidence

### 5 Quality assurance checkpoint

A defined review stage before findings are finalized

## Start Intake

If you are facing a workplace issue where fairness, clarity, and defensibility matter, we can help you assess fit and next steps:

[veritassolutions.net/contactus](https://veritassolutions.net/contactus)