

# Workplace Investigations

A quick response to an employee complaint is the best opportunity to resolve an issue before it becomes widespread. How you respond makes all the difference. Our attorneys are well-versed in conducting workplace investigations. We walk employers through the process, from taking the initial written statement to interviewing witnesses. We conduct workplace investigations to prevent and address employee claims.

Our attorneys conduct internal investigations related to allegations of age, race, disability and gender discrimination issues, as well as disability accommodation issues, claims of harassment, retaliation and claims arising under whistleblower policies. We help employers take findings from these investigations and use them to make decisions and establish best practices to avoid similar claims in the future.

## Experience

Defended a Police Department Against a Petition for an Injunction in a Fourth Amendment Search and Seizure Case

## Firm News

Laurie Meyer Included on *Wisconsin Law Journal's* 2024 Powerlist – Employment Law

Firm News, *Wisconsin Law Journal*, June 28, 2024

Amundsen Davis Promotes Three Attorneys to Partner

Firm News, February 21, 2023

Amundsen Davis Attorneys Included in the 2023 Illinois Super Lawyers and Rising Stars List

Firm News, *Amundsen Davis*, January 23, 2023

36 Amundsen Davis Attorneys Recognized by *Best Lawyers in America*© 2023

Firm News, August 18, 2022

Heather Bailey Recognized as a Top Author of 2021 by JD Supra for Employer Liability Issues

Firm News, *Automatic Merchandiser*, June 20, 2022

## PROFESSIONALS

Beverly P. Alfon  
Partner

Heather A. Bailey  
Partner

Ann Barry Hanneman  
Partner

Peter E. Hansen  
Partner

John R. Hayes  
Partner

Michael F. Hughes  
Partner

Laurie E. Meyer  
Partner

Suzannah Wilson Overholt  
Partner

Julie A. Proscia  
Partner

Jeffrey A. Risch  
Partner

Sara Zorich  
Partner

## Workplace Investigations

### In the Media

Chicago Tribune Quotes Mike Hughes Regarding Labor and Employment Issues in Lawsuit Against Chicago Blackhawks  
Media Mention, *Chicago Tribune*, June 18, 2021

How Employment Regulation Might Shift Under the Biden Administration, and What Businesses and Workers Need to Know -- *Business Insider* Interviews and Quotes Beverly Alfon  
Media Mention, *Business Insider*, January 21, 2021

### Alerts

Seventh Circuit Rules Sexual Orientation Workplace Discrimination Is Illegal  
Article, April 5, 2017

### Events

Trump 2.0 – What Employers Must Recognize and Know in 2025 and Beyond  
Speaking Engagement, Connor & Gallagher OneSource; Webcast, March 6, 2025

Human Resources- Legal Updates  
Speaking Engagement, Valley Industrial Association (VIA), Webcast, December 11, 2024

Hot Topics in Labor & Employment  
Speaking Engagement, Employee Benefits Association of Northern Illinois, Seminar; Rockford, IL, December 4, 2024

11th Annual New Laws Forum  
Speaking Engagement, Illinois Chamber of Commerce, Seminar; Lisle, IL, December 4, 2024

Amundsen Davis's Leadership & Management 2024 Certification Training Series  
Event, Webcast, September - November 2024

Overview to Stay Compliant Within Employment Laws  
Speaking Engagement, Lorman, Webcast, November 4, 2024

Amundsen Davis's Tenth Annual Labor & Employment Fall Seminar  
Event, Amundsen Davis, Livestream, September 4, 2024

ABC Illinois Regional Meeting  
Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar; Quincy, IL, July 10, 2024

ABCIL Northwest Regional Luncheon Meeting  
Speaking Engagement, Associated Builders and Contractors of Illinois, Seminar, July 9, 2024

## Workplace Investigations

### What HR Issues Keep Operators Up At Night?

Speaking Engagement, The NAMA Show 2024, Seminar; Dallas, TX, May 7, 2024

### Employee Benefits in 2024 — Innovative Trends Shaping Our Future

Speaking Engagement, Brown & Brown, Seminar; Oak Brook, IL, February 28, 2024

### 2024 Labor & Employment Law Update

Speaking Engagement, Illinois Lumber & Material Dealers Association, ILMDA Expo; Bloomington, IL, February 15, 2024

### 2024 State and Federal Employment Law Update

Speaking Engagement, Illinois Chamber of Commerce, Seminar; Springfield, IL, February 13, 2024

### 10th Annual New Laws Forum

Speaking Engagement, Illinois Chamber of Commerce, Seminar, Lisle, IL, December 5, 2023

### Amundsen Davis's Leadership & Management Certification Training Series

Event, Webcast, 2023

### Amundsen Davis's Ninth Annual Labor & Employment Fall Seminar

Event, Livestream, September 13, 2023

### Addressing Mental Health Issues in the Workplace

Event, Amundsen Davis Webcast, August 8, 2023

### Illinois, Wisconsin, and Federal Employment Law Update

Speaking Engagement, Illinois Chamber of Commerce, Webcast, April 27, 2023

### Fair Treatment Considerations for Businesses

Speaking Engagement, Lorman, Webcast, December 16, 2022

### Eighth Annual Labor & Employment Fall Seminar

Event, Amundsen Davis, Live-stream, September 21, 2022

### L&E Legal Updates + Business Succession Planning

Independent Pharmacy Cooperative Conference 2022, Seminar; San Diego, CA, April 14, 2022

## Blog Posts

### Workplace ICE Raids and Form I-9 Inspections

*Labor & Employment Law Update*, January 24, 2025

### Register Now! Amundsen Davis's Tenth Annual Labor & Employment Fall

Seminar; September 4 @ Noon CT

*Labor & Employment Law Update*

Local and State Employment Law Update  
*Labor & Employment Law Update*, June 6, 2024

State and Local Employment Law Update – Family Leave, Fair Labor Standards Act, Religious Accommodations and More  
*Labor & Employment Law Update*, May 2, 2024

Time is Running Out on Illinois Employers --- Better Have Your PAID LEAVE Policy in Place by 12-31-23!  
*Labor & Employment Law Update*, December 18, 2023

Local and State Employment Law Updates: Wage Posters  
*Labor & Employment Law Update*, March 11, 2022

Local and State Employment Law Updates: A Mass Issuance of New Labor Posters  
*Labor & Employment Law Update*, March 7, 2022

Local and State Law Updates: From Minimum Wage to Medical Marijuana  
*Labor & Employment Law Update*, February 23, 2022

Senate Passes Law Making Mandatory Arbitration Agreements for Sexual Harassment Claims Voidable by the Claimant  
*Labor & Employment Law Update*, February 11, 2022

Local and State Law Updates: New Posters and Revised Legislation  
*Labor & Employment Law Update*, January 27, 2022

Local and State Law Updates: California and Oregon Issue New Posters  
*Labor & Employment Law Update*, January 21, 2022

Documenting Employee Performance Problems May Become Key Defense in Future Retaliation Claims  
*Labor & Employment Law Update*, September 10, 2019

The NLRB's Recent Decision Lowers the Trigger for Employee Weingarten Rights  
*Labor & Employment Law Update*, August 2, 2018

The Importance of Investigating Workplace Accidents  
*Labor & Employment Law Update*, January 14, 2016

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