

Workplace Integrity / Sexual Harassment Investigations

Workplace harassment issues have risen to the fore in recent years, dominating the news cycle and prompting public and private companies, government entities, non-profit and religious organizations, and educational institutions to examine both how they respond to allegations as well as put in place programs to prevent problems from arising in the first place. Approaching these issues from a fully informed perspective can help avoid the high costs of financial, legal, and reputational harm. Clients turn to Arnold & Porter's multidisciplinary team—which includes attorneys who specialize in internal investigations, government enforcement, labor and employment, crisis management, and civil litigation—to address these issues efficiently and effectively.

Our team has extensive expertise in managing sensitive, high-stakes investigations—whether arising from an internal complaint or third party regulator or government entity—related to alleged employee misconduct, whistleblowing, harassment, and discrimination. With many attorneys from high level positions at the DOJ, SEC, and other agencies, we know how to anticipate and manage third party inquiries, as well as effectively negotiate with regulators and other government agencies. Our experienced team is adept at conducting thorough, careful, and efficient investigations with minimal disruption to the day-to-day operations of our clients' businesses, organizations and institutions. Informed by our decades of internal investigations experience, our team is also adept at providing crisis counseling, risk assessments, and training.

Our goal as investigators is three-fold: to make sure that: (1) the complainants or third parties feel heard; (2) the regulators are confident that we and our client have addressed their needs; and (3) our client has been properly counseled with recommendations on how to address the underlying issues and move forward—and prevent the issues from recurring.

Capabilities Include:

- Civil or Criminal Litigation
- Crisis and Reputation Management
- Employment Counseling
- Independent Monitorships
- Internal Investigations
- Media and Community Relations
- Risk Assessment and Compliance Counseling
- Shareholder Litigation
- Whistleblower Counseling
- Workplace Training

“It is a strong team overall and they offer great company interactions - they are extremely responsive and focused on client service.”

– Chambers USA

Key Recognitions

Chambers USA

Corporate Crime & Investigations: The Elite (Nationwide) (2021)

Litigation: White-Collar Crime & Government Investigations (DC) (2021)

Litigation: White-Collar Crime & Government Investigations: The Elite (New York) (2021)

Chambers Global

Corporate Crime & Investigations (USA) (2020)

The Legal 500 US

Corporate Investigations and White-Collar Criminal Defense – Advice to Corporates (2021)

Corporate Investigations and White-Collar Criminal Defense – Advice to Individuals (2021)

Dispute Resolution: White-Collar Criminal Defense: Mainly SEC enforcement (2021)

U.S. News & World Report and Best Lawyers

“Best Lawyers” – Criminal Defense: White Collar (2020)

Deep Government Experience:

Our experienced team features former high-level prosecutors and lawyers from the DOJ, SEC, DHS, and US Attorneys' Offices, as well as senior leads from Congress.

Experience Highlights

Board of Commissioners for the Chicago Park District in a high-profile investigation related to allegations of lifeguard sexual assault and abuse and widespread sexual harassment, hazing, and bullying at the Park District's beaches and pools.

NY State Executive Chamber (Governor's office) in the high-profile investigation by the NY State Attorney General into allegations of sexual harassment by former Governor Andrew Cuomo.

Private religious school in internal investigation in response to allegations of sexual misconduct by clergy member/teacher.

Media company in internal investigation in response to allegations of sexual misconduct by senior executives.

National retailer in investigation of its Vice President of Operations in claims of sexual harassment and gender discrimination.

AmLaw100 firm in high profile investigation of sexual harassment by a partner.

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.

International technology company in defense of high level manager accused of sexual harassment and gross misconduct. Mediated case and settled for nominal amounts.

NBA team in the successful defense of a star player, as well as the team's owners and other high-level executives in a litigation involving allegations of sexual harassment retaliation.

Major private equity firm in an arbitration of claims 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.

Non-profit organization in internal investigation of an allegedly abusive workplace environment at a university.

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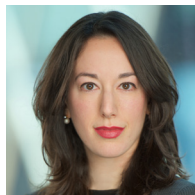
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