

## The Witness Files: Deja Vu All Over Again In Workplace Investigations

June 21, 2013 | [Employment Discrimination, Labor And Employment](#)



**William A.  
Nolan**

Partner  
Columbus  
Managing Partner

### Clueless

Over time, as lawyers and HR professionals and others conduct numerous workplace investigations, we find that, while each investigation is unique, we “meet” the same characters over and over. With that in mind, I am writing monthly posts on the i-Sight.com blog about those composite witnesses and strategies for dealing with them. The first post that I’ve authored, entitled “[The Clueless, Yet Compliant, Accused](#),” features the supervisor who really does want to improve his clueless behavior (a relatively easy case in many respects); while the second post, entitled “[The Reluctant Innocent Bystander](#),” features the third party witness who may be the tiebreaker in a “he said, she said” situation but does not want to get involved. What witnesses do you keep seeing in workplace investigations?

### RELATED PRACTICE AREAS

Arbitration and Grievances  
EEO Compliance  
Labor and Employment  
Workplace Culture 2.0

### RELATED TOPICS

Workplace Investigations