

## Witness Files: Catching Up On The Characters That We See Over And Over In Workplace Investigations

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Last June I [authored a blog post](#) about a series of articles that I had started on the i-sight.com blog. The series highlights the various "characters" that employers and their lawyers seem to encounter repeatedly in workplace investigations.

I am now [up to eight composite witnesses types](#) and counting, most recently focusing on the [complainant who has a lawyer](#). This particular article provides the reader with some considerations to keep in mind in that scenario. A ninth article, which focuses on the employee who for the first time raises harassment or other workplace concerns on his/her way out the door, is currently in the works.

A key takeaway from both of these posts - and from the series as a whole - is that regardless of what roadblocks or wrinkles the employer encounters, it is prudent to take the necessary steps to gather information about the complaint and respond accordingly. Everything else really flows from that principle.

Take a look and see which of the composites are familiar to you, and let me know if you can think of any that I have missed!

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