



## The Witness Files: 10 People We Keep Seeing In Workplace Investigations (Cont.)

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I have written [here](#) and [here](#) on BT Currents about the fact that it seems there are a handful of types of characters – among the complainants, the accused and the innocent bystanders alike – who seem to present themselves over and over again in workplace investigations, and [a series I have written about these characters](#) and key strategies for dealing with each of them. The 10 characters I have identified are the following:

### Complainants

- Poor performer
- Questionable complainant
- Parting shot complainant
- Counseled for performance

### The Accused

- Clueless yet compliant
- Master manipulator

### RELATED PRACTICE AREAS

Arbitration and Grievances  
EEO Compliance  
Labor and Employment  
Workplace Culture 2.0

### RELATED TOPICS

Harassment  
Workplace Investigations

- High-risk harasser

## **Third-party Witnesses**

- Squeamish supervisor
- Reluctant innocent bystander
- Gossipy witness

Recently I presented the second of two webinars presenting this series in that format. That webinar may be accessed at no charge [here](#), and the first webinar may be accessed at no charge [here](#). They review all of these recurring characters, with accompanying PowerPoint slides as well as audience questions. It is a helpful resource for any reader who may be investigating harassment or other workplace charges.