Employee Relations versus Investigation Flowchart

HRACUITY®
Your Employee Matters

Is there any indication the matter you're addressing stems from discriminatory, retaliatory, harassment or other potentially illegal behavior?

YES → Conduct an investigation in HR Acuity

NO ↓

Were you notified of the issue from an outside agency (e.g., EEOC, OSHA, or any governmental agency) or external attorney?

YES → Conduct an investigation in HR Acuity

NO ↓

Is there a pattern of behavior?

YES → Do you need to interview people to determine what happened?

NO ↓

Does this issue involve more than one person?

YES → Do you need to interview people to determine what happened?

NO ↓

Do you need to interview people to determine what happened?

YES → Conduct an investigation in HR Acuity

NO ↓

Will you require special expertise in order to reach a conclusion (e.g., audit, IT, etc.)?

YES → Conduct an investigation in HR Acuity

NO ↓

Document an Employee Relations Case in HR Acuity