



#### CAMILLE HAMILTON PATING

*Chair, Workplace Investigations*

Camille Hamilton Pating leads Meyers Nave's statewide Workplace Investigations Team. She has exceptional experience as an independent investigator in sensitive and complex employee misconduct cases. She has conducted more than 100 investigations throughout California for all types of employers.

Camille also is an experienced litigator in the Labor and Employment Practice, including serving on the trial team that successfully defended one of the largest Northern California cities and its Chief of Police against charges of discrimination, harassment and retaliation, winning a unanimous jury defense verdict that was selected as a verdict of the year by the *Daily Journal*.

Prior to private practice, Camille was a Deputy City Attorney at the San Francisco City Attorney's office and has also served as President of the San Francisco Ethics Commission.

Our Workplace Investigations Team conducts prompt, independent, and thorough investigations for employers facing serious allegations of workplace misconduct. We also supervise internal employer investigations to assure compliance with state and federal law. Many of our Workplace Investigations Team attorneys are also members of our Crisis Management Practice, which helps clients manage high-stakes legal, communications and public relations crises.

#### OUR EXPERTISE

We have conducted more than 150 independent investigations for public, private and non-profit employers. We specialize in high-stakes matters that involve the leadership ranks of an organization — elected government officials, Board members, executive officers, department managers, and key personnel including General Counsels, police chiefs, university faculty, and school administrators.

Throughout California, we are well known for handling investigations of alleged conduct that is front-page news or likely to become a headline during or after the investigation. Our attorney-investigators draw on a broad base of experience, which includes service as a Fair Political Practices Commissioner, Deputy City Attorney, Civil Service Commissioner and Ethics Commissioner. We also draw on our experience as litigators, advisors, and trainers in the areas of employee discipline, workplace violence, discrimination, harassment, abusive conduct and implicit bias. "Recognizing Implicit Bias" is one of our most popular training programs.

#### OUR PERSPECTIVE

We share each client's concern about the impact a workplace investigation could have on its operations, reputation and public image. Our investigations help clients establish a record of doing the right thing by taking immediate and effective action in response to a complaint. We help clients prevent workplace allegations from becoming scandals.

#### OUR CASES

Our expertise covers a full range of current and emerging investigative issues, including implicit bias, bullying/abusive conduct, sexual assault and harassment, Title IX, hostile work environment, discrimination (age, sex, race, disability), whistleblower retaliation, and matters alleging fraud, financial misappropriation, conflicts of interest, ethics violations, and social media policy issues.

#### OUR APPROACH

As attorneys who also represent clients in labor and employment related administrative proceedings, arbitrations and litigation, we know how to conduct investigations and prepare reports that will withstand judicial scrutiny and credibly serve in a courtroom or arbitration. Our goal is to provide a reliable understanding of the facts based on an objective investigation that treats all parties fairly. We do not interrogate nor do we investigate under the presumption of an outcome. Our principles are professionalism, confidentiality, impartiality and timeliness.

The guiding purpose of our investigations is to enable clients to determine and to help us advise of the consequences that may be expected from the matter under investigation. Our assistance often includes advising on how to communicate to staff about an investigation (ongoing steps and results), the identification of actions designed to correct the specific incident and prevent similar situations, and potential areas of improvement regarding internal business practices and/or a general work environment. Our creative solutions focus on culture.

# OUR WORKPLACE INVESTIGATIONS LEADERS



## WHAT MAKES US DIFFERENT?

- Neutral investigators
- Objective fact finders
- Non-prosecutorial approach
- Labor and employment law experts: 150+ investigations, 35+ trials, 100+ arbitrations

## OUR ADVANTAGE — PROTECTION FROM DISCOVERY

On June 8, 2016, the California Court of Appeal, First Appellate District held that the attorney-client privilege and attorney work product doctrine can protect an outside counsel's workplace investigation report from discovery even when the investigator does not specifically provide legal advice — as long as the lawyer provided "legal services ... in anticipation of litigation." *City of Petaluma v. Superior Court of Sonoma County* (Cal. App. 1st Dist., A145437).

Our attorney-investigators are uniquely positioned to help clients leverage the *City of Petaluma* decision to protect our investigation reports from disclosure in discovery proceedings.

## REPRESENTATIVE INVESTIGATIONS

- On behalf of an award-winning social venture and technology non-profit organization in the San Francisco Bay Area, we investigated allegations of harassment and abuse by an Executive Director.
- At an elite public university, we investigated allegations of racial bullying against two African American college students. This matter was the subject of public protests and involvement of the NAACP.
- Bay Area Rapid Transit (BART) retained Meyers Nave to conduct a confidential internal affairs investigation of the officer-involved shooting death of Oscar Grant. The shooting and subsequent riots received international media attention and were the subject of a biographical drama film titled "Fruitvale Station."
- For one of the nation's largest publicly operated health plans (based in Southern California), we completed seven investigations alleging Code of Conduct and other violations against executives and employees.
- The City of Bell, facing a national news scandal that earned the *L.A. Times* a Pulitzer Prize, hired Meyers Nave to conduct investigations regarding election misconduct by police officers. Seven city officials were convicted on graft and corruption charges and given sentences ranging from probation to 12 years in prison.
- On behalf of various education institutions, we investigated allegations of financial mismanagement, misappropriation and other misconduct, including a Director of Payroll at a college district, School Administrators and various staff at a school district, and the Chancellor, Board members and President of a community college.
- At an international multimedia entertainment company, we completed investigations involving alleged sexual harassment, race discrimination and disability discrimination by two senior personnel.
- For the City Attorney of a Bay Area City, we investigated numerous Fraud, Waste and Abuse Hotline allegations against a City Auditor.