



JANICE P. BROWN

Chair, Workplace Investigations Practice and Labor & Employment Practice

Janice Brown leads Meyers Nave's statewide Labor and Employment Practice and Workplace Investigations Practice. She has more than 35 years of trial, arbitration and appellate experience in state and federal courts. Janice provides employers with a comprehensive range of employment law advice and counseling, training, internal investigations, and administrative hearings and litigation. Janice is a thought leader in Diversity, Equity and Inclusion programs and develops and leads innovative training programs. The *Daily Journal* selected Janice among California's "Top Labor and Employment Lawyers" in 2023.

WHAT MAKES US DIFFERENT?

- An established Workplace Investigations Practice built on 10 years of expertise
- Neutral investigators and objective fact finders with a non-prosecutorial approach
- Labor and employment law experts: 300+ investigations, 35+ trials, 100+ arbitrations

OUR EXPERTISE

For more than 10 years, our Workplace Investigations attorneys have been conducting independent and thorough investigations for employers facing serious allegations of workplace misconduct. We have conducted more than 300 investigations for public entities, businesses and non-profit organizations throughout California.

We specialize in sensitive, high-stakes investigations that involve the leadership ranks of an organization—elected officials, Board members, executive officers and management team members, and key personnel including police and fire chiefs, university faculty, and school administrators.

Meyers Nave is well known for handling investigations of alleged conduct that is front-page news or likely to become a headline during or after the investigation. We share each client's concern about the impact a workplace investigation could have on its operations, reputation and public image, and we understand how social media has transformed the complaint, investigation and reporting process and timeline.

Our attorney-investigators draw on unique backgrounds, which include serving as a Fair Political Practices Commissioner, Deputy City Attorney, Civil Service Commissioner, and Ethics Commissioner. We also incorporate legal knowledge and practical perspectives from our experience as litigators, advisors, and trainers in employment law. Our investigation reports provide employers with an effective tool to make informed employment decisions.

OUR CASES

Our expertise covers virtually every type of current and emerging workplace misconduct allegation, including ethics violations, implicit bias, bullying and abusive conduct, sexual assault and harassment, Title IX, hostile work environment, discrimination, retaliation, and matters alleging financial misappropriation, conflicts of interest, substance abuse, and fraud.

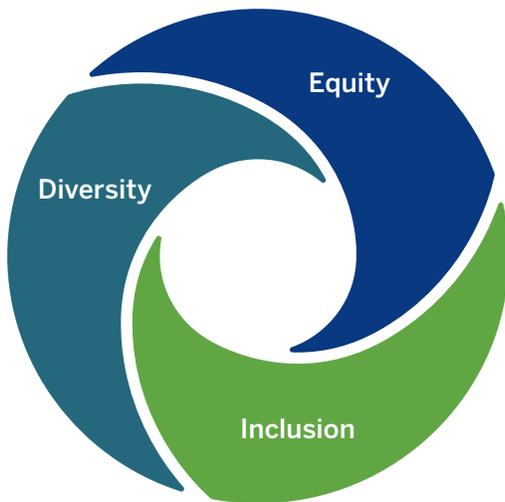
In addition to conducting investigations, our attorney-investigators advise on and supervise internal employer investigations to assure compliance with state and federal laws, help clients develop investigations policies and procedures (including addressing "stale" complaints), and advise on crisis communication strategies.

OUR APPROACH

As attorneys who also represent clients in employment litigation, we know how to conduct independent investigations and prepare reports that will withstand scrutiny and credibly serve in a courtroom, arbitration or public domain. Our goal is to provide a reliable understanding of the facts based on an objective investigation. We do not interrogate nor do we investigate under the presumption of an outcome

The guiding purpose of our investigations is to enable clients to determine, and help us advise on, consequences that may be expected from the matter under investigation. Our assistance often includes advising on how to communicate to staff about an investigation, recommending actions to correct a specific incident and prevent similar situations, and identifying areas of improvement in the workplace culture.

WORKPLACE INVESTIGATIONS & TRAINING PROGRAMS



WORKPLACE CONDUCT TRAINING

Meysers Nave's Workplace Investigations attorneys have created innovative and top-rated new training programs that enhance workplace culture, incorporate a practical approach and reflect modern workplace scenarios and issues. We provide training tailored to each specific employer on a wide range of workplace conduct issues, including:

- Harassment and Bullying Prevention
- Recognizing and Minimizing Implicit Bias
- How to Have Inclusive Conversations about Difficult Issues
- Protecting Due Process of the Accused while Investigating Allegations
- Promoting a Respectful Workplace
- Bystander Intervention Training

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.
- On behalf of Bay Area Rapid Transit (BART), we conducted an internal affairs investigation of the BART police officer-involved shooting death of passenger Oscar Grant.
- 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.
- For the City Attorney of a Bay Area City, we investigated numerous Fraud, Waste and Abuse Hotline allegations against a City Auditor.
- On behalf of the City of Bell, facing a national news scandal involving the misappropriation of public funds and other misdeeds by city officials that earned the *L.A. Times* a Pulitzer Prize, we conducted 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.