

Investigations:

Impartial, Thorough, and Legally Sound

When workplace concerns arise, swift and professional investigation is critical to protecting your organization and ensuring fair treatment for all parties. JR Holmes HR Consulting Group provides objective, confidential assessments that help you make informed decisions while minimizing legal exposure.

Our Services Include:

- Harassment & Discrimination Claims – Comprehensive investigation of allegations involving protected classes, hostile work environment, and retaliation.
- Workplace Misconduct – Assessment of policy violations, ethical breaches, theft, fraud, and inappropriate conduct.
- Retaliation & Whistleblower Complaints – Evaluation of claims related to protected activities and adverse employment actions.
- Bullying & Workplace Violence – Investigation of threatening behavior, intimidation, and safety concerns.
- Employee Relations Disputes – Fact-finding for conflicts between employees, departments, or management levels.
- Policy & Procedure Violations – Review of alleged breaches in attendance, social media use, confidentiality, and company standards.

Our Process:

JR Holmes HR Consulting Group conducts confidential interviews, gathers and analyzes evidence, reviews relevant documentation, and delivers detailed written reports with findings and recommendations. Our methodology ensures legal defensibility while maintaining the dignity of all involved parties.

Why Professional Investigations Matter:

Inadequate or biased investigations can result in wrongful termination lawsuits, EEOC complaints, damaged morale, and regulatory scrutiny. Our neutral third-party investigations demonstrate your commitment to fairness and due process.

Resolve workplace issues with integrity and protect your organization from liability with expert investigation services. Strategic risk assessment transforms potential threats into manageable challenges with clear prevention plans.

Protect your people, your reputation, and your employer brand with JR Holmes HR Consulting Group.