



Human Resources Investigations Unit (HRIU)

What we do

- ✓ Investigate alleged violations of Personnel Rule 1.1
 - Discrimination
 - Harassment
 - Retaliation
 - Workplace misconduct
- ✓ Act as independent, neutral, and objective factfinder
- ✓ Keep investigations confidential (except for legal disclosure requirements)
- ✓ Document findings in reports provided to Reporter, Subject, and department's HR
- ✓ Provide fair, accurate, thorough, and timely investigations

What we don't do

- ✗ Investigate performance management or coaching
- ✗ Make recommendations post-investigation on discipline or other actions to take
- ✗ Advocate for either party or a certain outcome
- ✗ Provide legal advice
- ✗ Provide mediation or consulting services
- ✗ Provide formal appeals process (however, concerns can be raised with HRIU Director)