

# Workplace Investigations That Stand Up to Scrutiny – June 24th, 2026



**Date:** June 24, 2026

**Time:** 09:00 AM – 10:00 PM (PT)

**Speaker:** Rick Tobin

## About This Webinar

Workplace investigations don't usually fail because HR ignored the issue. They fail because the process becomes rushed, inconsistent, poorly documented, or vulnerable to challenge. A complainant may say the investigator wasn't neutral. A respondent may argue they were never given a fair chance to respond. A witness may later claim their comments were taken out of context. By the time the issue reaches a lawyer, tribunal, or regulator, the employer's credibility often depends on the quality of the process more than the original complaint.

That's why procedural fairness has become one of the most important HR risk areas for Canadian employers. A workplace investigation isn't just an internal fact-finding exercise. It's a record of how seriously the organization responded, how carefully it weighed the evidence, and whether both sides were treated fairly. Even when the employer reaches the right conclusion, a weak process can still create exposure.

In this HR Insider webinar, we'll break down what a defensible investigation should look like from intake to outcome. We'll cover complaint triage, investigator selection, interview planning, credibility assessment, documentation, confidentiality, timelines, and communication. The goal isn't to turn HR into legal counsel. It's to give HR professionals a clearer framework for making better decisions when emotions are high, facts are disputed, and the stakes are real.

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