



CONDUCTING HR INVESTIGATIONS

October HR In-Brief

Workplace Investigations Done Right: The Value of an HR Consultant

By Chemistry Consulting Group

"Workplace investigations are a critical function of human resource management, ensuring that complaints, misconduct, and conflicts are addressed promptly, fairly, and legally. Whether it's a case of harassment, discrimination, theft, policy violations, or interpersonal disputes, how a company handles an investigation can have far-reaching implications—not only for the individuals involved but also for the organization's culture, brand reputation, and legal standing..."

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THE BASICS OF WORKPLACE INVESTIGATIONS

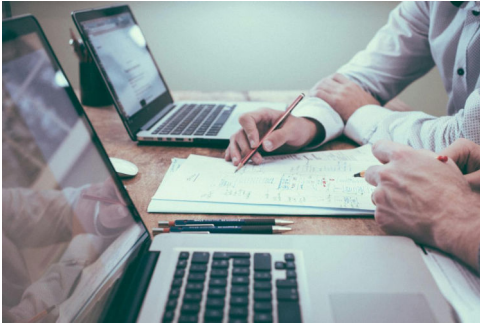


HR DIRECTOR CANADA

"Sometimes there are situations where the allegations are so serious or involves such senior individuals in an organization, that a decision is made to go the external route," added Crossley. "Given when these situations occur they can be time sensitive, employers may wish to have identified a few external investigators who are knowledgeable and have a good reputation in the industry..."

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HR INTERNAL INVESTIGATIONS



CHAMBERS AND PARTNERS

"The workplace investigation is an essential tool for human resources professionals and in-house legal teams across Canada. The increase in investigations over the past ten years has resulted in some important lessons for employers on procedure and best practices on how investigations are evolving. This article focuses on trends and developments in investigations in 2024..."

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HUMAN RIGHTS-BASED APPROACH TO WORKPLACE INVESTIGATIONS



CANADIAN HUMAN RIGHTS COMMISSIONS

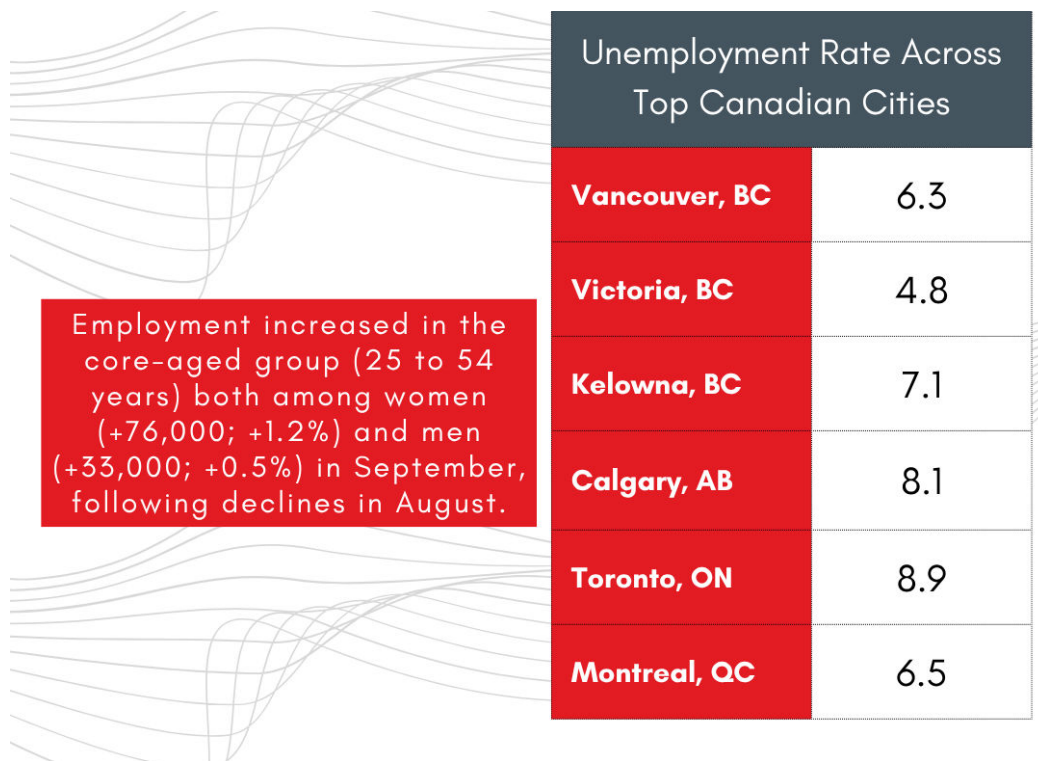
"This guide will help federally regulated employers learn more about what is required to conduct workplace investigations in a way that respects people's human rights and promotes a healthy and inclusive workplace."

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SEPTEMBER 2025

The overall unemployment rate was unchanged at 7.1% in September.



The Daily Labour Force Survey - September 2025

Chemistry Consulting Group Inc.

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Chemistry Consulting Group Inc. | 771 Montroyal Blvd | North Vancouver, BC V7R 2G4 CA

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