

## Workplace Audits & Investigations

The firm provides all aspects of workplace audits and workplace investigations. As outside counsel, we operate without internal biases and potential conflicts of interest to spot any violations of law and deviations from accepted practices, while ensuring that investigations adhere to best practices and are viewed as credible by employees, courts, and government agencies. The use of a neutral third party can also help maintain attorney-client privilege and address issues of confidentiality, a crucial element of managing legal risk.

When a complaint or allegation of misconduct is made, whether formally or informally, a prompt and objective investigation into these sensitive matters is essential to protect a company's interests while demonstrating a commitment to a fair process. Greenbaum has expertise in conducting reactive investigations into allegations of discrimination and harassment, including hostile work environment claims under the New Jersey Law Against Discrimination (NJLAD). We investigate claims of retaliation, including those brought by whistleblowers under New Jersey's Conscientious Employee Protection Act (CEPA), as well as allegations of employee misconduct, theft of trade secrets, violations of company policy, and other delicate workplace issues. Our attorneys are trained to gather evidence, conduct witness interviews, and make credibility assessments in a professional and objective manner. We deliver a clear, concise, and legally sound findings report that can be used to inform disciplinary and remedial decisions, and if appropriate help the employer prepare for potential litigation or a government inquiry.

Workplace audits and investigations also serve as critical tools for protecting a business, managing risk, and maintaining a legally compliant and ethical work environment. Our team assists employers with proactive audits of employment policies, handbooks, and human resources operations to identify compliance gaps before a problem arises. This includes reviews of wage and hour practices, proper recordkeeping protocols, employee classification, compliance with federal and state family and medical leave statutes, and other regulatory requirements.

### Practice Team

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