

Services

Employer Internal Investigations

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Our lawyers who practice in the area of internal investigations possess a breadth of skills and experience that allow us to provide our clients with multidisciplinary approaches to the problems that they confront. Our firm is frequently called upon to investigate issues of actual or potential wrongdoing by employees or management.

Our attorneys regularly conduct internal investigations for employers facing complaints of unlawful harassment and discrimination. We also conduct pre-litigation investigations, both as neutral investigators and to mount our clients' defense to anticipated claims.

We have successfully handled investigations throughout the U.S. and internationally, ranging from allegations of workplace bullying, whistleblower retaliation and leaks of confidential information to theft of company property, nepotism and discrimination. We also regularly train clients how to conduct their own internal investigations.

In addition to the investigations noted above, our lawyers have investigated allegations involving:

- Sexual harassment, inappropriate relationships and sexual assault, including cases investigated simultaneously in multiple U.S. states and internationally
- Discrimination based on gender, disability, race and national origin
- Leaks and misappropriation of confidential information and trade secrets
- Bullying, harassment and intimidation
- Whistleblower and retaliation claims
- Abuse or neglect of patients by staff at health care facilities
- Discrimination against customers and customer profiling
- Compliance with internal Codes of Conduct, policies and processes
- Breach of non-competition, non-solicitation and confidentiality provisions

News

[News, 8.21.2025](#)

More Than 190 Vorys Attorneys Named to the 2026 Edition of The Best Lawyers in America® Lists

[News, 6.6.2024](#)

Thirty-Four Vorys Attorneys Ranked in 2024 *Chambers USA* Guide

[News, 3.14.2019](#)

Ford Featured in WVTF Story Titled “LG Fairfax Still on Leave as His Law Firm Investigates”

Publications

[Client alert, 4.22.2019](#)

Labor and Employment Alert: Five Frequent Issues With HR-Related Internal Investigations

[Authored article, *Employment Law360*, 1.5.2018](#)

Conducting Harassment Investigations With Outside Counsel (Law360)

[Authored article, *Corporate Counsel*, 9.19.2016](#)

What University Scandals Teach In-House Counsel About Protecting Attorney-Client Privilege

Speaking Engagements

[Speaking Engagement, 1.23.2026](#)

Columbus Bar Association Labor & Employment Practice Group Meeting

[Event, 5.16.2024](#)

Columbus ALA Chapter Presentation

[Event, 4.25.2024](#)

2024 Cincinnati Labor and Employment Seminar

[Event, 4.24.2024](#)

Webinar: Translating Employment Law into Clear, Meaningful and Defensible Company Policy

[Event, 9.13.2023](#)

AF&PA Fall 2023 General Counsels Coordinating Committee Meeting

[Event, 10.20.2020](#)

Knueve Speaks at the 2020 RILA Retail Law Conference

[Event, 10.17.2019](#)

Knueve and Smith Speak at the 2019 RILA Retail Law Conference

[11.10.2017](#)

25th Annual Texas Minority Counsel Program (TMCP)