

Workplace Issue or Complaint?

Don't Let a Weak Investigation Create Bigger Legal Risk

Let's bring structure, discipline, and credibility to workplace investigations—so findings hold up under scrutiny.

Most workplace issues aren't a problem—until they're challenged.

An employee complaint, leadership concern, or internal issue can escalate quickly. Outcomes aren't determined by facts alone—they depend on how the investigation is conducted and documented. When the process breaks down, even valid findings can fail under scrutiny.

Where Investigations Typically Go Wrong

- Scope is unclear or shifts mid-process
- Interviews gather information but don't assess credibility
- Inconsistent, leading, or poorly structured questioning
- Over-reliance on statements without corroboration
- Documentation that doesn't hold up under review
- Conclusions that read as opinions, not supported findings

What a Defensible Investigation Looks Like

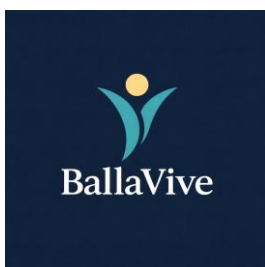
A defensible investigation requires structured process, disciplined interviews, and documentation that withstands scrutiny.

- Clear scope aligned with counsel
- Structured interview sequencing and questioning
- Focus on credibility, consistency, and corroboration
- Evidence-based documentation
- Objective, fact-supported findings

Background & Approach

Jim Camic brings more than 20 years of HR leadership experience addressing complex and often sensitive workplace issues, including matters requiring discretion, objectivity, and sound judgment. He holds a Master's degree in Industrial-Organizational Psychology, with a focus on workplace behavior and decision-making. His investigative approach is further informed by his background as a U.S. Army interrogator, where structured questioning, credibility assessment, and disciplined analysis were critical to effective outcomes.

He brings that same rigor to workplace investigations, going beyond information gathering to evaluate consistency, intent, and corroboration. The result is a clear, fact-based process and findings built to withstand scrutiny.



BallaVive Leadership Partners

Workplace Investigations | Fractional HR | Structured Compliance
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