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## Employment Tip of the Month – October 2022

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Q. Do I need to investigate a discrimination or harassment claim by a former employee?

A. Yes. All discrimination and harassment claims must be investigated to determine if there is a need for a corrective action to address a current workplace violation or prevent a future one. A failure to investigate could adversely affect a company's ability to defend itself in a future lawsuit, and in some states the failure to conduct an investigation could create grounds for an additional cause of action to be brought against the company.

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