

W O R K P L A C E I N V E S T I G A T I O N S

California Employers' Go-To Firm for High-Stakes Investigations

Across California, Meyers Nave has led 350+ investigations into *every type* of alleged workplace misconduct involving executives, elected officials, board members, fire and police chiefs, and other key decision-makers. Top employers come to us for their most sensitive, complex, and high-profile needs because we know the operational, reputational, and public-relations stakes at play, especially when allegations are front-page news or one click away from it.

Our investigators are also elite litigators, arbitrators, negotiators, and trainers, so our work is privileged, and we build fact-based, objective reports that decision-makers can use everywhere, whether internal discipline, litigation, or public release.

We investigate the full range:

- Abusive Conduct, Bullying, Discrimination, Harassment & Retaliation
- Americans with Disabilities Act (ADA)
- California Civil Rights Department (CRD)
- California Division of Labor Standards Enforcement (DLSE)
- Class Actions & Labor Code
- Conflicts of Interest
- Diversity, Equity & Inclusion (DEI)
- Employee Privacy Rights
- Equal Employment Opportunity (EEO) & Equal Employment Opportunity Commission (EEOC)
- Ethics Violations
- Fair Employment & Housing Act (FEHA)
- Fair Labor Standards Act (FLSA)
- Fraud
- Hostile Work Environment
- Implicit & Unconscious Bias
- Leaves of Absence
- Micro-Aggressions and Inequities
- Officers Procedural Bill of Rights Act (POBR)
- Private Attorneys General Act (PAGA)
- Public Safety
- Social Media Misuse
- Substance Abuse

PRACTICE CHAIR



Camille
Pating
PRINCIPAL

ATTORNEYS

Camille Pating
Janice Brown
Nadia Bermudez
Andrea Musicant
Robyn Sembenini
Jennifer Savion

- Title IX
- Unfair Labor Practices
- Uniform Complaint Procedure
- Wage-and-Hour
- Weingarten, Spielbauer & Lybarger Rights
- Whistleblowing & Retaliation
- Wrongful Termination

How We Work

We partner with employers at every stage.

At the outset, we help determine whether a full investigation is warranted, and confirm scope, witnesses, data sources, and privilege. Our independent attorney-fact-finders then apply their knowledge as both investigators and litigators to produce credible, comprehensive reports that are neutral, clearly written, and written with litigation, public release, and internal action in mind. When discretion is essential, we conduct sub rosa investigations. In unionized workplaces, our command of labor arbitrations and grievance procedures carries its weight when CBAs and POBR requirements are involved, for example. When testimony is required, our attorneys explain their process and findings as percipient witnesses in plain English.

Post-Investigation Advice, Training & Dispute Resolution

We help interpret findings and communicate results to leadership (and the public, when appropriate). From there, we recommend next steps to strengthen workplace culture which may include corrective actions; addressing root causes; policy revisions; or targeted training for leaders and staff. We also prepare clients for litigation and disputes, including EEO mediations, where we bring parties together to resolve complaints or implement post-investigative remedies.

Audit Services — DEI, HR Policy, FLSA Compliance & Employment Practices

Our customizable audits align employers with rapidly evolving legal and cultural standards to reduce risk and improve operations. We review policies, practices, and workplace culture to surface vulnerabilities and recommend clear risk-mitigation strategies. This may include:

- Reviewing policies, procedures, labor agreements, arbitration clauses, contracts, and related documents
- Identifying gaps between written policies and actual practices
- Assessing compliance with federal, state, and local laws, including the rapidly evolving DEI landscape
- Interviewing key personnel to understand historical practices and internal workflows
- Delivering confidential reports outlining findings and risk mitigation strategies, including [customized training](#)

- Presenting results to leadership, with ongoing guidance to support implementation

Trusted When It Matters Most

When the stakes are highest, employers turn to Meyers Nave for investigation legal services they can count on.

EXPERIENCE

GOVERNMENT & PUBLIC POLICY

University of California – Campus and Health System Investigations

When politically charged allegations threaten the University's reputation, Meyers Nave conducts the independent investigations that establish the facts. The work spans antisemitism complaints, harassment of Jewish students, faculty conduct and arrests during encampment protests, and protest activity at a campus lecture, alongside workplace investigations and employment counsel at UCLA Health, UC Irvine, UC San Diego, UC Santa Barbara, and UC Santa Cruz, and an investigation into racial bullying of two Black students that drew protests and NAACP involvement.

City of Sacramento – High-Level Multi-Party Investigation

Counsel to the City across critical and sensitive municipal matters, currently including a high-level multi-party investigation.

A Large City Police Department – Police Chief Discrimination, Harassment, and Retaliation Investigation

Allegations of discrimination, sexual harassment, and retaliation brought by senior police supervisors against the police chief. More than 60 findings in 60 days.

A Local Law Enforcement Agency – Discrimination and Whistleblower Investigation

Independent investigation of discrimination and whistleblower allegations brought by a police officer and a police manager, involving claims based on race and sexual orientation. The work included fact-finding and assessment of policy compliance under the agency's general orders, and reached both the individual claims and the systemic questions they raised about equal employment obligations and internal reporting.

City of Palm Springs – Former Mayor Investigation

Allegations that the former mayor used an intercom system to videotape and eavesdrop on colleagues.

City of Oroville – Mayor Gender Discrimination Investigation

Gender discrimination allegations brought by two council members against the mayor.

A California City – Elected Assessor-Recorder Sexual Harassment Investigation

Allegations that an elected City Assessor-Recorder sexually harassed male and female employees.

A California County – Elected Assessor-Recorder-Registrar of Voters Discrimination Investigation

Allegations of gender discrimination and retaliation in employee promotions.

A Bay Area City – Auditor Ethics and Hotline Complaints Investigation

Ethics violations and conflict-of-interest allegations against a city auditor, together with numerous fraud, waste, and abuse hotline complaints.

A Southern California Publicly Operated Health Plan – Executive Code of Conduct Investigations

Seven investigations for one of the nation's largest publicly operated health plans, involving Code of Conduct and other violations by executives and employees.

San Mateo County Community College District – High-Level Workplace Investigations

Nearly a decade of high-level, high-value workplace investigations for the District.

A College District, School District, and Community College – Financial Mismanagement and Misconduct Investigations

Financial mismanagement, misappropriation, and other misconduct involving a director of payroll at a college district, administrators and staff at a school district, and a chancellor, board members, and president.

A Southern California Public Library – Investigation of Officials Placed on Administrative Leave

Allegations regarding library officials placed on administrative leave.

TRANSPORTATION & INFRASTRUCTURE

Bay Area Rapid Transit District – Officer-Involved Shooting Investigation

Internal affairs investigation into the officer-involved shooting death of a BART passenger.

A California Transit Agency – Executive Financial Mismanagement and Misreporting Investigations

A chief financial officer investigated for financial mismanagement, misappropriation, and

conflict of interest; a chief operating officer for misreporting a \$200 million clean-technology train program to the board of directors; and an agency auditor for bullying employees.

A Large California Port – Discrimination, Harassment, and Failure-to-Accommodate Investigations

Numerous confidential investigations into allegations of discrimination, harassment, retaliation, and failure to accommodate following a probationary termination, reviewed under the applicable personnel rules and equal employment policies.

WATER RESOURCES

Santa Clara Valley Water District – Board and Executive Misconduct Investigations

Investigations running in both directions between a Board Director and the Chief Executive Officer, General Counsel, and District employees, covering misconduct, bullying, discriminatory harassment, abusive conduct, and improper direction of staff. More than 60 claims and counter-charges, every one politically contested and closely covered in the press.

SPORTS & ENTERTAINMENT

An Audio Entertainment Company and a Digital Media Company – Employee Misconduct Investigations

Bullying and abuse of employees at a national audio entertainment company, and harassment and discrimination allegations at a digital media company.

An International Multimedia Entertainment Company – Senior Personnel Investigations

Allegations of sexual harassment, race discrimination, and disability discrimination by two senior personnel.

PRIVATE AND NON-PROFIT EMPLOYERS

A Bay Area Technology Non-profit and a National Non-profit – Executive Leadership Investigations

Harassment and abuse allegations against the executive director of an award-winning Bay Area technology non-profit, and against the leader of a nationally recognized non-profit organization.

A Hospital – Systemic Sexual Harassment and Favoritism Investigation

Allegations of systemic sexual harassment and sexual favoritism, alongside an allegation of sexual assault by a health plan manager.

A Rideshare Company – Employee Misconduct Investigation

Allegations that an employee drugged a colleague.