

# Whistleblower Investigations Workshop

Tuesday, March 29, 2022 CSU Office of the Chancellor

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Whistleblower Investigations Workshop 2022

# Welcome

## **Tammy Kenber**

Associate Vice Chancellor, Human Resources Management

### **Laura Anson**

Senior Director, DHR/Whistleblower/Equal Opportunity Compliance Services

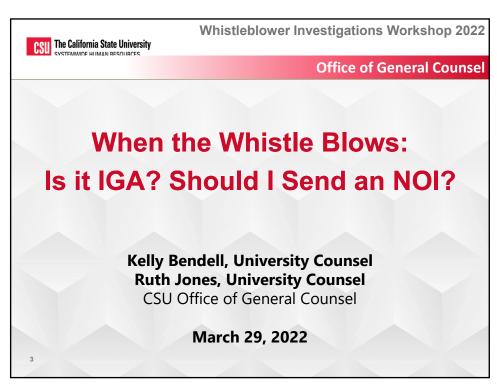
# Tina Leung, Pamela Arimoto, Charmian Yan

DHR/Whistleblower/Equal Opportunity Compliance Unit

### **Ruth Jones and Kelly Bendell**

Office of General Counsel

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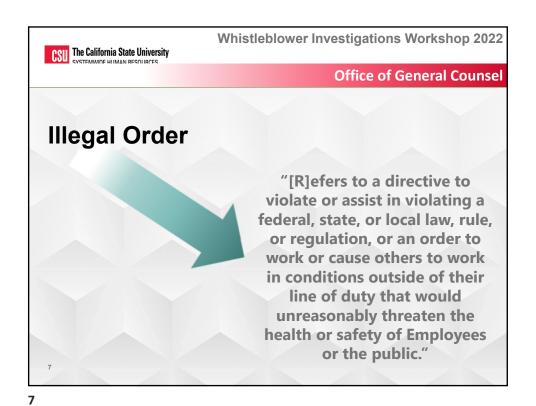
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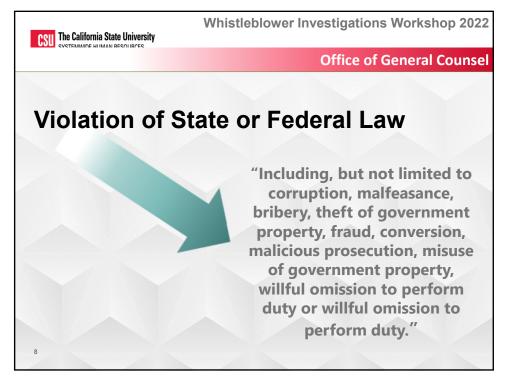
Office of General Counsel

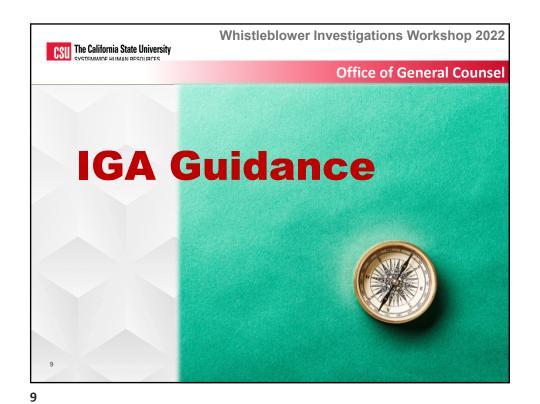
Significant Threats to Health or

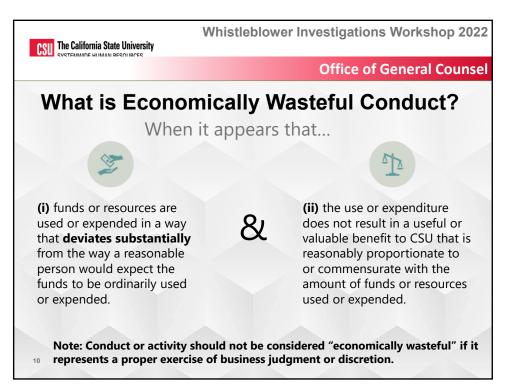
Safety

"Working condition(s)
which the Complainant reasonably and in good faith believes constitute a substantial hazard to his/her own health and safety or the health and safety of others."







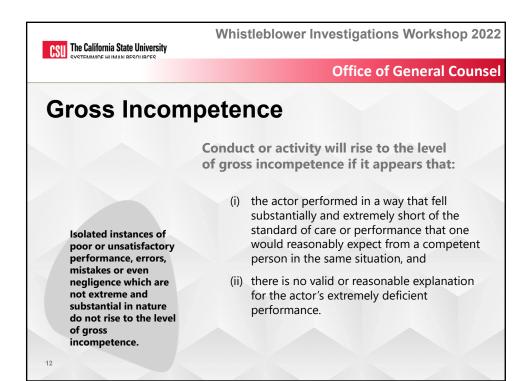


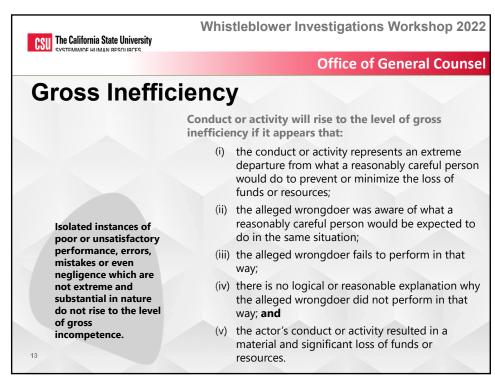


(i) the alleged wrongdoer acted willfully, deliberately or recklessly disregarded or violated their duties and obligations as a CSU employee; (ii) there is no valid or reasonable explanation for the conduct or activity the person engaged in; and (iii) the alleged wrongdoer's conduct or activity could or did negatively impact CSU in a material or significant way either from a monetary or operational standpoint.

Discretionary decisions generally do not fall within the concept of gross misconduct unless the decision was arbitrary, capricious or indisputably wrong.

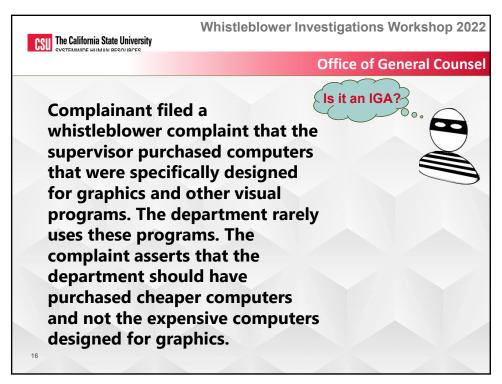
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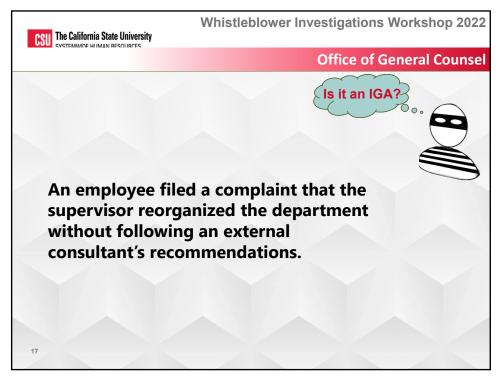




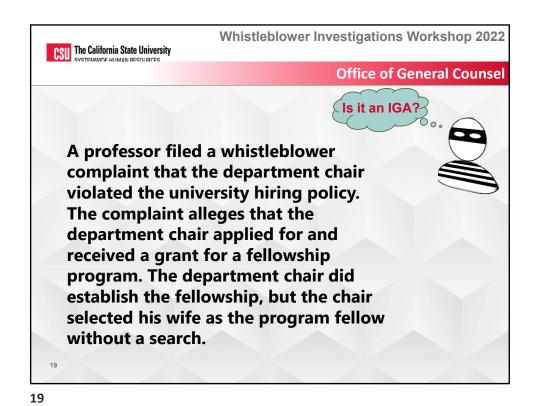




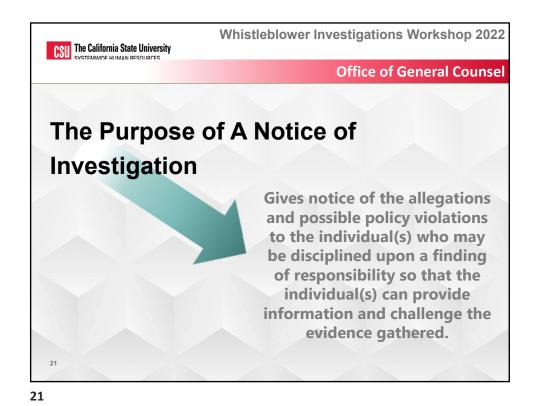


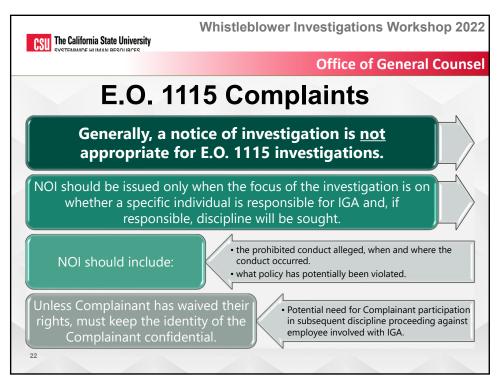




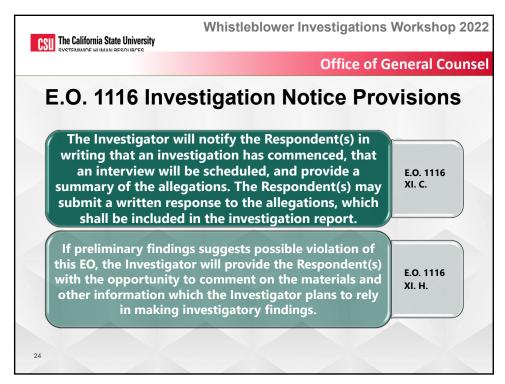
















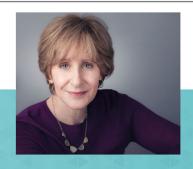




#### **Whistleblower Investigations Workshop 2022**



#### Allison West, Employment Practices Specialist





Allison West is an employment attorney by background and uses her legal skills coupled with sound human resources practices to help create safe and respectful work environments. She conducts workplace investigations and delivers training to HR and other professionals on how to effectively conduct investigations. Allison is a top-rated speaker at conferences around the country and is a noted national expert in employment law and HR related topics.

Allison is a Charter and Sustaining Member of the Association of Workplace Investigators (AWI) and was a Board Member from 2013-2017. Allison also served as junior faculty at the AWI Institute. She was on the ASIS Technical Committee which created international ANSI Standards for investigations in a final publication entitled *Managing the Investigative Process – Guidance on Conducting Investigations*. Allison is a member of the State Bar of California and holds a Senior Professional in Human Resources and SHRM-SCP certification and an AWI-CH certificate.

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Allison West, Employment Practices Specialist

# Allison West, Esq., SHRM-SCP, AWI-CH awest@employmentpractices.net



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