

High-Stakes, High-Level HR Investigation, Counseling, and Settlement of Sexual Harassment Allegations

Winston assisted a financial investment asset manager in connection with issues related to a former high-level employee, who was terminated for performance issues and communication style. We provided coaching for four years with respect to the former employee's contentious, combative, and abusive communication style. After her termination, she alleged explicit sexual harassment allegations against her former female supervisor, the company President. We conducted an extensive search of each parties' emails, uncovering evidence the fired employee may actually have been the pursuer, and that the President was neither aware nor interested in her pursuits. At mediation, we were able to very favorably settle the case, including strong confidentiality provisions.

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Laura Petroff