

Conducted Urgent Internal Harassment Investigation and Obtained Favorable Settlement of Subsequent Lawsuit

Winston represented a major international fashion company in a highly confidential matter that began as an urgent investigation of harassment and related allegations. Over the course of the investigation, we convened a meeting of the Board of Directors; provided regular consultation with the five female executive complainants and subsequent negotiation with complainants counsel; conducted an interview and negotiation with the CEO (the accused) and his counsel; revised employment contracts; revised severance agreements; updated handbooks; planned for a reduction-in-force (RIF); provided daily consultation with interim executives; and dealt with insurance brokers and carriers; among other things. Following our investigation, the CEO was suspended, his employment terminated, and a settlement was reached over his long-term agreement. Following that, three of the five female executive accusers were part of a RIF. They subsequently prepared a lawsuit and obtained declarations (from many other RIF'd employees). At mediation, we settled the matter on behalf of our client for approximately one tenth of the claim value.

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