



Services

Workplace Investigations

APRIL 4, 2022

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Verse’s conscientious approach to investigations aligns independent perspective with organizational uniqueness.

THE BIGGER PICTURE. Investigations make lasting impact. Employees who experience workplace misconduct often fail to raise their concerns for many reasons—fear of an unpleasant investigation process among them.

A conduit for growth. Rather than a “box-checking” exercise done reactively, Verse conducts investigations from a proactive, holistic angle, mindful of the well-being of all participants in mind, as well as the organizational culture at large.

Institutional attunement. Workplace concerns arise within human relationships and institutional systems. An outside analysis facilitates independence but may lack structural context—Verse prioritizes a nuanced understanding of organization-specific drivers in scoping an investigation to optimize efficiency, thoroughness, and confidence in the process.

Rapport-centered, trauma-informed. Rapport-centered interviewing, endorsed by the [Association of Workplace Investigators](#),

WORKPLACE INVESTIGATIONS
SERVICES DESCRIPTION

emphasizes a foundation of trust, which facilitates honest conversation between investigator and witness, in contrast to harsh or scripted that tend to make witnesses feel like they are “on trial.”

Verse’s interview approach is also guided by training in trauma-informed techniques utilized in campus and workplace settings.

CONSCIENTIOUS FACTFINDING. An investigator’s role is to make clear findings of fact, even in complex situations involving uncertainty and determinations of credibility. Verse takes this role seriously and will always issue findings of fact (based on a preponderance standard unless otherwise directed), and chooses words carefully, avoiding potentially-stigmatizing terminology and aligning with organizational precedent where possible.

Applied research. Investigators, like all humans, are prone to bias and other errors in analysis. Not only do lived experiences and identities shape our perceptions, potentially resulting in unconscious double standards—but circumstances as simple as the order and timing of our review of information can have a dramatic effect on our decisions. Verse applies AWI’s guiding principles and research-based tools from decision architecture to identify and

document potential sources of error, as well as “decision hygiene” techniques in analysis and report writing to control for common problems such as confirmation bias.

ABOUT THE INVESTIGATOR. Bonnie Levine founded [Verse Legal](#) in 2021 after spending over ten years at a global employment law firm where she served as a shareholder and member of the Cross-Border and Diversity & Inclusion practice groups. She has litigated both plaintiff-side and defense-side employment cases. Leveraging educational background in linguistics and comparative international law, Bonnie has conducted investigations in a variety of complex global settings, and specializes in post-investigation constructive resolutions.

Credentials. Bonnie is an [Association of Workplace Investigators Certificate Holder](#) licensed to practice law in Georgia and New York, also holding certificates in behavioral economics (Harvard Business School Executive Education), diversity and inclusion management (Cornell), and executive coaching (Marshall Goldsmith Stakeholder-Centered Coach).