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## *Anti-Discrimination Investigations, Workplace Culture Reviews and Equity Audits*

### Anti-Discrimination

There is a heightened focus on how companies and institutions respond to and address equity, compliance, discrimination, harassment, retaliation and other workplace issues. Drawing on decades of experience in civil rights, internal and government-facing investigations and litigation, and labor and employment, WilmerHale has unparalleled experience advising company management and boards in the wake of high-profile allegations of specific misconduct, as well as understanding and navigating broader cultural and equity issues. Our clients span financial services firms; technology and social media companies; professional sports teams; nonprofits and cultural institutions; healthcare-related entities; and primary, secondary and higher educational institutions.

Our investigations, culture reviews and equity audits are tailored to serve each client's particular needs, with an understanding of the workforce, reputational, regulatory or litigation risks facing each client. Whether responding to external stakeholders or internal concerns, clients have turned to us to conduct sensitive internal investigations, including misconduct allegations against senior executives and officials; assessments of anti-discrimination policies and procedures, employee complaint processes and practices, and diversity, inclusion and equity initiatives; and reviews of employee experience and workplace culture.

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### *Experience*

Retained by the Special Committee of the Board of Directors of a large technology company to conduct an independent assessment of workplace culture, including the company's policies and practices concerning discrimination, harassment and other workplace issues; how the company evaluates, promotes and compensates employees; and how the company responds to and investigates complaints of discrimination, harassment and retaliation.

Conducted a review of the anti-harassment, anti-discrimination and anti-retaliation compliance program at major tech company, and developed recommendations to make

the program best in class.

Conducted a culture review of Point72 in the wake of a high-profile lawsuit alleging a hostile work environment, including an assessment of the company's policies, procedures, and training materials and interviews of numerous employees regarding their experience at the company.

Conducted a culture review for the New York Mets under the direction of new ownership, including a review of its anti-harassment policies and procedures and its processes for addressing workplace concerns and interviews of employees about their workplace experience, to develop recommendations to enhance workplace culture.

Conducting an equity audit for a large asset manager, including an assessment of policies and procedures related to discrimination, harassment and retaliation and its investigatory practices when complaints are filed related to such issues.

Conducted an independent investigation for the Board of Regents of the University of Michigan into allegations of a decades-long pattern of sexual misconduct by an athletics team physician.

Conducted an internal investigation on behalf of a prominent national public charter school network regarding allegations of historical sexual misconduct against a board member, including a comprehensive review of sexual harassment policies, protocols and training materials.

Conducted an internal review of anti-discrimination policies, procedures and practices on behalf of a prominent national nonprofit educational organization.

Represented the Board of Regents of a state university system in connection with allegations that senior university athletic and administrative personnel mishandled reports of domestic violence.

Conducted an internal review of policies, procedures and workplace culture on behalf of a leading advertising agency in the wake of reported allegations of race discrimination and inequity.

Conducted an investigation of allegations of racial discrimination as well as a culture review regarding issues of discrimination and equity within a department of a national restaurant group.

Conducting an independent review on behalf of a Special Committee of the Board of Directors of a large international nonprofit dedicated to helping refugees.

Conducted a workplace investigation regarding claims of discrimination at a major cultural institution.

Conducted an investigation of workplace discrimination claims at major financial institution.

Conducted an investigation of allegations of racial discrimination against a senior leader within a particular department of a major national retailer.

In the aftermath of the improper indictment of members of Duke University's lacrosse team, conducted an internal review for the board and helping the university address follow-on litigation.

