



Legislative Update & Workplace Investigations

DATE: Wednesday, July 19, 2023
TIME: 9:00 a.m. – 10:30 a.m.
PLACE: Webcast via Zoom (link will be sent upon registration)

Please join us for this two-part legal update!

VT Legislative Update:

Join us for a lively discussion about what did and did not pass during this year's legislative session. Our focus will be on the specific requirements of the new laws and their practical application in the workplace.

Workplace Investigations: The Basics

In today's evolving workplace, employers face increased scrutiny on how they handle and respond to allegations of employee misconduct. Whether required by law or initiated as a best practice, workplace investigations are a critical tool to help businesses make informed decisions, respond to legal claims, address problems in the workplace, and promote a culture of compliance. Join us for a discussion where we will review the basics for planning, conducting, and documenting effective, impartial workplace investigations.

About our Speakers:



Alexandra H. Clauss (she/her)

Director, [Downs Rachlin Martin](#)

Alexa advises companies on matters related to hiring, worker classification, performance management, termination, accommodations, wage and hour laws, and leaves of absence. She is an Association of Workplace Investigators Certificate Holder (AWI-CH) and is retained to conduct workplace investigations related to employee misconduct, discrimination, harassment, and retaliation. Alexa trains and counsels companies on their internal investigative processes. Alexa also monitors compliance with employment-related settlement agreements with federal and state agencies. She represents employers facing audits or complaints before state and federal government agencies. Alexa drafts and reviews executive employment agreements, separation agreements, employee handbooks, policies, and agreements that protect businesses' valuable assets. She is frequently called upon by clients and local organizations to speak on a variety of human resources topics and employment law developments. She is admitted to practice law in Vermont, New Hampshire, and California.



Johan W.E. Maitland (he/him)
Director, [Downs Rachlin Martin](#)

Combining his legal training with his experience working with human resource professionals, John works with clients to develop solutions that integrate legal compliance, good human resource practices, and strategic alignment with the organization's mission. He knows the practical and legal considerations of both non-union and unionized workforces, and he helps employers identify and implement effective solutions to difficult challenges such as responding to allegations of harassment, developing a plan for employees who are unable to return to work, or addressing complicated performance issues.

This program has been submitted for certification credit hours.

Please register via www.VTHRA.org

