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	Organizing an Investigation	
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	Antone Aboud	
	March 2016	
	© 2014-2016, Labor Relations Alternatives, Inc.	
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	Investigation	
	Systematic collection of	
	<u>facts</u> for the purpose of	
	describing and explaining what occurred.	
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	Relevant Facts	
1	Facts that have the	
	potential to help describe	
	and explain what occurred.	

Determining Relevant Facts

The Investigatory Question

The reason the investigation is being conducted.

Planning

- Clarify ambiguities in report (if any);
- Contact supervisor at the scene:
 - $^{\circ}$ $\,$ Instruct that the scene be secured
 - Instruct that witnesses remain at location
- Instruct that documentary evidence be secured

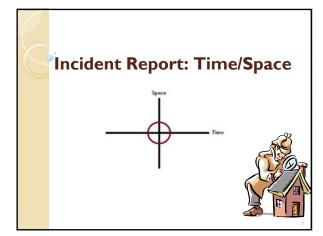
The Investigatory Question

Who was in the hallway at 8:00 p.m.?

vs.

How did Mary receive the broken right forearm that reportedly occurred at 8:00 p.m., March 20th in the hallway immediately outside of her bedroom?





Step I: Visit Scene

- Meet with the supervisor
- Identify location of witnesses
- Confirm the manner in which location of the incident was secured
- Interview reporter

Step 2: Collect Physical and Demonstrative Evidence

- Why should we move immediately to collection of physical and demonstrative evidence?
- Why not interview witnesses first?



Step 2: Collect Physical and Demonstrative Evidence (continued)

- Visit location at which incident occurred
- Take photos
- Make diagrams
- · "Chain of Custody"



Step 3: Conduct Incident Interviews

- What is an incident interview?
- Why conduct an incident interview next?
- Why not read documentary evidence before proceeding?

Step 3: Conduct Incident Interviews

- Usually the victim will be the first interview
- Other incident witnesses (not the accused, if identified)
- The accused or suspected person
- Variations



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Step 4: Review Documentary Evidence

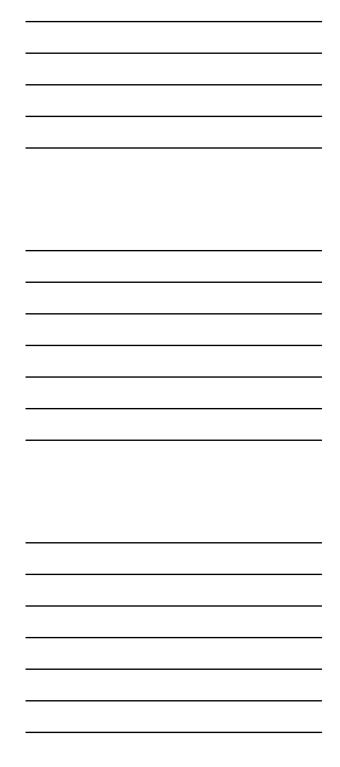
- This is the most secure of all forms of evidence
- Will provide background information that can help understand not only what happened, but why
- Can help identify background witnesses

Step 5: Conduct Background Interviews

- An interview of a person who has information not derived from the time and location of the incident
- A background witness might also be an incident witness

Step 6: Conduct Follow-up Interviews

- Forgot to ask a question and return to do so. (Sometimes the question wasn't previously relevant.)
- Ask witness to clarify ambiguity in testimony or inconsistency with other evidence



	Questions	
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