

## Corporate Internal Investigations Best Practices

Organizational Compliance and Ethics is designed to provide the theoretical and practical foundations for a career in global compliance, addressing the full range of subject matters that a lawyer may encounter in managing legal risk for a multinational enterprise. While the book explores this new field through the prism of the FCPA, it imparts a skill-set that is broadly applicable to different industries and compliance-related functions. In particular, students learn how to tailor a compliance program to an enterprise's specific operations and business strategy. Professors and students will benefit from: Clear and coherent presentation of compliance as a distinct field of practice Combination of statutory and regulatory analysis with contextual discussion of history and evolution of the field Extensive discussion of organizational culture and the role of corporate leaders in setting the right tone Hypotheticals involving real-world scenarios that present students with the practical realities of being a compliance lawyer in a global economy "Test Your Knowledge" sections following each Part, which provide comprehensive assessment tools Detailed treatment of corporate social responsibility and ethical obligations of multinational enterprises operating in emerging markets Teaching materials include: A Comprehensive Teacher's Manual derived from the author's practical and teaching experience, and designed to offer a "plug-and-play" teaching experience through the inclusion of: A complete set of slides used to teach the included 4-credit course, featuring: Extensive multimedia aids (charts, graphs, illustrations) Slide-by-slide guidance, including detailed talking points, analysis, and answers to questions and hypotheticals, drawn from 50+ hours of transcribed time spent teaching from those same slides A sample course requirements memo Sample syllabi for 2-, 3- and 4-credit course Online appendices Numerous sample exams, with grading rubrics

Deskbook on Internal Investigations, Corporate Compliance and White Collar Issues provides that necessary information. Stocked with easy-to-follow checklists, the Deskbook shows you how to carry out internal investigations that spot and stop legal problems, protect the rights of employees when they're subject to investigation or prosecution, and cooperate with government investigators in ways that help reduce legal and financial damage if wrongdoing is proved.

Best Practices for Corporate Governance and Compliance is an authoritative, insiders perspective on helping companies to mitigate risk through effective compliance. Featuring partners and chairs from some of the nations leading law firms, these experts guide the reader through the key governance responsibilities for corporations and executives and offer best practices for addressing those responsibilities through effective compliance programs. These top lawyers reveal their advice on how to overcome the common challenges associated with compliance by involving top-level management, strategically appropriating resources for compliance, and evaluating and updating programs regularly. From working with in-house counsel and managing relationships with outside auditors to understanding the extent of attorney-client privilege and evaluating the benefits of cooperation with the government, these authors address key concerns in both conducting internal investigations and responding to government investigations. Additionally, the current enforcement environment and trends in corporate governance and compliance are discussed.

News of an unexpected "government investigation"-particularly an investigation of allegations of criminal conduct-can instill fear and trepidation, even panic, among those responsible for the business. Early missteps and hasty over-reactions by unprepared managers can result in enormously negative outcomes when the government later makes decisions about the consequences of misconduct found to have been committed by individual employees or managers. In his recent work, *At Close Quarters*, Allan J. Sullivan helps the uninitiated business avoid common mistakes and suggests numerous strategic approaches to recurring

investigative scenarios. A seasoned "white-collar" trial lawyer and corporate compliance practitioner, Sullivan advises the business reader not only how best to respond internally at the first sign of trouble, but how to manage the unimaginable—the execution of a search warrant, the receipt of grand jury subpoenas, law enforcement interviews of employees and managers, and the need ultimately to negotiate post-investigation "resolutions" with the government. Sullivan's work isn't just about responses to government trouble, however. Using a series of realistic vignettes, he demonstrates at length the value of the adoption of forward-looking compliance measures and the need appropriately to use internal investigations to ferret out misconduct in the first instance.

**Television: Technology and Cultural Form** was first published in 1974, long before the dawn of multi-channel TV, or the reality and celebrity shows that now pack the schedules. Yet Williams' analysis of television's history, its institutions, programmes and practices, and its future prospects, remains remarkably prescient. Williams stresses the importance of technology in shaping the cultural form of television, while always resisting the determinism of McLuhan's dictum that 'the medium is the message'. If the medium really is the message, Williams asks, what is left for us to do or say? Williams argues that, on the contrary, we as viewers have the power to disturb, disrupt and to distract the otherwise cold logic of history and technology - not just because television is part of the fabric of our daily lives, but because new technologies continue to offer opportunities, momentarily outside the sway of transnational corporations or the grasp of media moguls, for new forms of self and political expression.

**Praise for Enterprise Risk Management and COSO: A Guide for Directors, Executives, and Practitioners** "Enterprise Risk Management and COSO is a comprehensive reference book that presents core management of risk tools in a helpful and organized way. If you are an internal auditor who is interested in risk management, exploring this book is one of the best ways to gain an understanding of enterprise risk management issues." —Naly de Carvalho, FSA Times "This book represents a unique guide on how to manage many of the critical components that constitute an organization's corporate defense program." —Sean Lyons, Corporate Defense Management (CDM) professional "This book provides a comprehensive analysis of enterprise risk management and is invaluable to anyone working in the risk management arena. It provides excellent information regarding the COSO framework, control components, control environment, and quantitative risk assessment methodologies. It is a great piece of work." —J. Richard Claywell, CPA, ABV, CVA, CM&AA, CFFA, CFD "As digital information continues its exponential growth and more systems become interconnected, the demand and need for proper risk management will continue to increase. I found the book to be very informative, eye-opening, and very pragmatic with an approach to risk management that will not only add value to all boards who are maturing and growing this capability, but also will provide them with competitive advantage in this important area of focus." —David Olivencia, President, Hispanic IT Executive Council Optimally manage your company's risks, even in the worst of economic conditions. There has never been a stronger need for sound risk management than now. Today's organizations are expected to manage a variety of risks that were unthinkable a decade ago. Insightful and compelling, Enterprise Risk Management and COSO reveals how to: Successfully incorporate enterprise risk management into your organization's culture Foster an environment that rewards open discussion of risks rather than concealment of them Quantitatively model risks and effectiveness of internal controls Best discern where risk management resources should be dedicated to minimize occurrence of risk-based events Test predictive models through empirical data

Geoffrey Miller's *The Law of Governance, Risk Management and Compliance* is widely credited for introducing a new field of legal studies. Compliance and its related subjects of governance and risk management are major sources of jobs and also important developments in legal practice. The billions of dollars of fines paid over the past decade and the burgeoning

and seemingly never-ending parade of compliance and risk management breakdowns – recently including the Wells Fargo sales practices scandal, the Volkswagen emissions cheat, and the Boeing 737 MAX crisis – all attest to the importance of the issues treated in this readable and timely book. New to the Third Edition: Comprehensive updates on recent developments New treatment of compliance failures: Wells Fargo account opening scandal, Volkswagen emissions cheat, important developments in Catholic Church sex abuse scandal. New treatment of risk management failures: the Boeing 737 MAX scandal. Professors and students will benefit from: Clear, concise definitions Fun and interesting problems Real-world perspective from an author who has been involved both as a scholar and as a member of a corporate board of directors Highly readable and interesting writing Text boxes containing key concepts and definitions Realistic problems for class discussion and analysis

New from Nolo, in cooperation with the Society for Human Resource Management (SHRM), *The Essential Guide to Workplace Investigations* is a step-by-step guide to investigating and resolving common workplace issues. This Nolo-SHRM collaboration integrates Nolos legendary legal know-how with SHRMs human resources expertise and unique understanding of everyday managerial challenges. The result is *The Essential Guide to Workplace Investigations*, an indispensable resource for managers, human resources professionals and business owners. This legal and practical reference is packed with tips and strategies that will help sort out workplace problems quickly and legally. Author and attorney Lisa Guerin explains how to conduct an investigation that will stand up in court, providing helpful instructions for addressing the four common kinds of workplace complaints: harassment, discrimination, workplace violence and employee theft. This book comes complete with forms, sample policies, checklists and other key resources you wont find elsewhere.

*Understanding Corporate Governance Laws & Regulations* is an authoritative, insider's perspective on best practices for complying with the most common laws that companies face today. Featuring partners and chairs from some of nations leading firms, these experts guide the reader through the intricacies of a corporate governance lawsuit, including important points surrounding representing individual corporations, complying with key corporate governance requirements, instituting corporate compliance programs, and conducting internal investigations. In addition, these top lawyers give tips on developing a cost-efficient analysis of the legal measures involved in a specific case and facilitate an open discussion of the findings. Within this text, these leaders reveal their strategies for planning defensively, keeping abreast of change, and finding creative solutions in a variable area of law. The different niches represented and the breadth of perspectives presented enable readers to get inside some of the great legal minds of today as these experienced lawyers offer up their thoughts around the keys to success within this ever-evolving field.

In the wake of highly publicized corporate shake-ups, internal investigations have gained national prominence and established themselves as an important tool of management. This newly updated and expanded resource guides you through the intricate steps of conducting an effective and efficient internal investigation. Each chapter covers one aspect of conducting an investigation, clearly describing and advising you on the methods and skills involved, while providing you with practical tips on anticipating, recognizing, and avoiding the traps you are certain to encounter.

*Foreign Corrupt Practices Act Compliance Guidebook* shows readers how the Foreign Corrupt Practices Act (FCPA) has grown to critical importance to any U.S. company that does business in a global environment, as well as foreign companies that supply or have agency agreements with U.S. companies. It provides an overview of the business risks and guidance on spotting potential red flags regarding FCPA violation. Business professionals are provided with practical guidance on managing FCPA requirements as part of an overall compliance program. What if you could find an investigative manual that handed you over 750 years of wisdom from

the very top investigators in the USA? Well, you have just found it! The range of corporate investigations is extremely broad, from accounting financial fraud to executive protection, from shoplifting to international fraud. More than two dozen experts share their investigative techniques to help you navigate this complex field. This work is a must have book if your clients are corporations. To be without this hallmark work for conducting corporate investigations is like trying to conduct a surveillance without a vehicle. No other work on the market covers the complete spectrum of corporate investigations like this one does and no other work offers you the expertise of so many authors. It's like having someone open up your head and insert the combined wisdom of over one dozen experts in each type of investigation with the lifetime of experience of each author

Identifies all of the major FCPA risk areas and then offers very thoughtful and practical suggestions for how companies can most effectively address these risks and conduct credible investigations. You'll find information on anti-bribery conventions; board of directors and management responsibilities; transaction issues and considerations; gifts, travel, lodging and entertainment; charitable donations and political contributions; and conducting and defending an FCPA Investigation.

Anti-Corruption Regulation, edited by Homer E Moyer Jr of Miller & Chevalier Chartered, captures the growing anti-corruption jurisprudence that is developing around the globe and comprises expert summaries of 29 countries' anticorruption laws and enforcement policies plus, contributions from Transparency International and the OECD. Topics covered include: foreign and domestic bribery, financial record keeping, liability and sanctions. In an easy-to-use question and answer format, trusted and reliable information on key topics of law and regulation in this area is provided by leading practitioners around the world. As well as in-depth comparative study of the topic from the perspective of leading experts, there are also editorial chapters covering anti-corruption developments affecting Latin America's mining industry; combating corruption in the banking industry - the Indian experience; calculating penalties; risk and compliance management systems; corporates and UK compliance - the way ahead; current progress in anti-corruption enforcement; and finally a global overview. "The comprehensive range of guides produced by GTDT provides practitioners with an extremely useful resource when seeking an overview of key areas of law and policy in practice areas or jurisdictions which they may otherwise be unfamiliar with." Gareth Webster, Centrica Energy E&P

A comprehensive, how-to guide, designed to not only educate HR professionals on the investigative process--but to also identify the root causes to internal investigations, so preventive measures can be implemented that reduce future cases. This practical guide provides a solid process for how to handle allegations of harassment, hostile work environment, discrimination, FMLA abuse, misuse/theft of company assets, employee misconduct, and other typical HR issues. Additionally, this guide will help to dramatically improve skills in conducting witness interviews and reduce the time it takes to actually complete an investigation. Let How to Conduct Internal Investigations: A Practical Guide for HR Professionals be your go-to guide every time you face a challenging employee relations' issue or a potential violation of organizational policy. Improve your knowledge...improve your confidence...enhance your skills as a professional in learning effective strategies and techniques for properly conducting investigations. In this informative guide, Natalie Ivey, seasoned HR consultant and investigator, leads you step-by-step through the investigative process from initial complaint to conclusion of an investigation. Things you'll get from this guide: -How to recognize dysfunctional organizational behaviors that lead to investigations, so you can take steps to avoid them -Learn what happens when the leadership light bulb doesn't

come on and supervisors fail to enforce organizational policies -Understand the legal obligations that require employers to conduct investigations -Learn how to prepare questions and interview witnesses using the Bulls Eye technique -Learn how to conduct witness interviews to cut through the nonsense, save time, and minimize he said/she said cases -Learn how to select appropriate and safe interviewing locations -Learn how to gather the trifecta of evidence: documentary, physical, and testimonial -Learn how to manage political interference when handling investigations to minimize negligent retention issues -Learn best practices in handling disciplinary action and terminations to avoid stepping on legal land mines

A legal treatise that will help you act quickly to address allegations of corporate misconduct and avoid indictment and civil exposure.

Internal investigations can be undertaken by a company or firm as a precursor to anticipated regulatory action, or for many other reasons. This title explains what a good regulatory investigation looks like whilst guiding investigators through the myriad of issues that can arise. It also dismantles many of the preconceptions and myths which have grown up around investigations in the post-financial crisis environment.

Investigations are part of the 'business as usual' lifecycle for regulated firms. But there is no regulatory blueprint for what is accepted practice or accepted standards. This puts firms at a disadvantage with their regulators. Providing expert guidance on every step of a regulatory investigation including who should carry out the investigation, the scoping and planning, the interviewing and witness handling, how best to cooperate with the authorities, employee conduct and performance investigations, investigating senior staff, press, PR and Corporate Comms and litigation risks A Guide to Conducting Internal Investigations redresses the balance and provides a much needed blueprint for firms who find themselves in this position. This is a new practical resource for all firms and individuals that may find themselves the subject of, or be asked to assist in, a regulatory investigation or enforcement action.

Praise for Corporate Governance Best Practices "A thorough and thoughtful guidebook on the governance lay of the land." -Professor Charles M. Elson, Woolard Chair in Corporate Governance and Director of Weinberg Center for Corporate Governance, University of Delaware "Frederick Lipman provides a comprehensive approach to best corporate governance practices for all organizations, which is current, thoughtful, and practical. Directors and corporate governance personnel of public, private, and not-for-profit organizations must read this book." -Professor Raphael H. Amit, Director of Goergen Entrepreneurial Management Program, Wharton School of Business "Fred Lipman is considered by many directors and CEOs to be the preeminent expert on corporate governance in the country. His advice on this important topic, which impacts the boards of all types of organizations-public, private, and not-for-profit-is required reading in this day and age." -Frederick (Ted) Peters, Chairman and Chief Executive Officer, Bryn Mawr Bank Corporation (aka The Bryn Mawr Trust Company) "Boards of directors must be aware of best corporate governance practices in order to be effective in their oversight role and that is true for all not-for-profit organizations, including universities, as well as public and private companies. Frederick Lipman has authored a practical and comprehensive guide to 'best practices' for all boards of directors, which is required reading." -George P. Tsetsekos, PhD, Dean, Bennett S. LeBow College of Business, Drexel University "In a world of 'good,' 'better,' 'best,' where 'good' and 'better'

may not be good enough, Fred Lipman's new book is a straightforward, and even comforting, compendium of BEST governance practices for serious directors. It is a handy and reassuring tool for the conscientious." -Allen R. Freedman, Audit Committee Chairman, StoneMor Partners LP, Founding Director, Association of Audit Committee Members

Private internal investigations by fraud examiners is a growing business for professional services firms. This book presents evaluations of a number of investigation reports in the United States and Norway. The book discusses self-regulation and regulatory policy. Convenience theory is introduced as an integrated explanation of white-collar crime.

Guides you through the steps necessary to conduct a proper and thorough legal investigation describes and advises you on the methods and skills involved.

Detailing specific, experienced-based techniques for conducting investigations of harassment based on gender, race, religion, national origin, age, or disability, this tutorial provides advice on every step of an investigation—planning, documenting, interviewing, weighing evidence, making a decision, and taking remedial action.

General principles are illustrated with examples drawn from specific situations or lawsuits. Appendices include such information as a model harassment policy and a sample memo initiating investigation.

Michael Volkov's career has spanned 30 years as an attorney in Washington, D.C. - as a federal prosecutor, a Chief Counsel on the Senate and House Judiciary Committees, a trial attorney in the Antitrust Division and in private practice. This book will help anyone better understand anti-bribery compliance in the U.S. and beyond. "Michael Volkov's book is a compilation of articles on a number of subjects important to lawyers advising clients how to stay out of trouble. He is a prolific writer and I can say without question, we have not heard the last of his musings. Simply put, his book contains important information that should prove helpful to lawyers, particularly to those who practice in the white collar field." - Judge Stanley Sporkin, Former Director of the Division of Enforcement, U.S. Securities and Exchange Commission.

Representing the combined work of more than forty leading compliance attorneys, Corporate Compliance Answer Book helps you develop, implement, and enforce compliance programs that detect and prevent wrongdoing. You'll learn how to: Use risk assessment to pinpoint and reduce your company's areas of legal exposure Apply gap analysis to detect and eliminate flaws in your compliance program Conduct internal investigations that prevent legal problems from becoming major crises Develop records management programs that prepare you for the e-discovery involved in investigations and litigation Satisfy labor and employment mandates, environmental rules, lobbying and campaign finance laws, export control regulations, and FCPA anti-bribery standards Make voluntary disclosures and cooperate with government agencies in ways that mitigate the legal, financial and reputational damages caused by violations Featuring dozens of real-world case studies, charts, tables, compliance checklists, and best practice tips, Corporate Compliance Answer Book pays for itself over and over again by helping you avoid major legal and financial burdens.

Hate your job? Ready to quit? Facing a layoff before you even have a chance to quit? Is your boss is a flaming jerk? Think you might have a lawsuit? If any of these scenarios apply to you, you are facing a crucial career moment. Mistakes and misinformation will

cost you dearly. In *Stand Up For Yourself Without Getting Fired*, celebrated attorney Donna Ballman provides winning answers to these and many more tough questions, such as: I think they're getting ready to lay me off. What can I do? My boss is creating a hostile environment. Can I sue? What does it mean if I sign a paper saying I'm an independent contractor and not an employee? Am I exempt from overtime? Whether you're a recent college grad or an almost-retiree, newly employed or laid off after 20 years; gay or married with kids; janitor or CEO...*Stand Up For Yourself Without Getting Fired* will give you the specific and relevant advice you need to face any career-threatening situation...and come out ahead. Of course, you could just say, "Screw you guys. I'm going home!"

Whether you are a professional licensed investigator or have been tasked by your employer to conduct an internal investigation, *Investigations in the Workplace* gives you a powerful mechanism for engineering the most successful workplace investigations possible. Corporate investigator Eugene Ferraro, CPP, CFE has drawn upon his twenty-four years of practical experience to craft a book that dispels the myths and troublesome theories promulgated by the uninitiated. He provides the back-story behind the methodology, rationale, and gritty practices that have made his workplace investigations soar. But most importantly, he shares this knowledge with you. The book is designed for easy reading and use. Although every page is filled with useful information, you do not need to read the book cover to cover. The exhaustive table of contents, innumerable references, and expansive index allow you to quickly find the immediate information you need. The *Applied Strategies* chapter shows you how to conduct a particular type of investigation and the action steps involved. To help capture salient points and simplify the learning process, the text is sprinkled with brief *Tips and Traps* that provide quick and easy lessons on how to make the best use of the information in a particular section. Few workplace activities invoke so much risk and at the same time, so much opportunity, as workplace investigations. A combination of skill, experience, and luck: successful workplace investigations are complex undertakings. An improperly conducted workplace investigation can be expensive and ruin the careers of everyone who touches it. Exploring modern investigative technique and strategies, this book gives you new solutions you need and provides the keys to master even the most complex workplace investigation.

Throughout the history of law enforcement, the internal investigation process has held the most negative connotation of any investigation conducted by law enforcement personnel. As we progress through the new millennium, the need for efficient and effective law enforcement services and practices grows ever more critical. The goal of this book is to demonstrate this need for proper and complete internal investigations, and to teach the entry level and tenured police supervisor the form and function of the internal investigations process. The text selectively focuses on the purposes and practical implications of internal investigations and the pitfalls. The goal is to guide students and professionals through definitions, terminology, legal and labor issues, case law, techniques and procedures, critical and special investigations, including issues in administrative and civil claims. The reader will find a model for conducting internal investigations of police personnel that will allow a police supervisor or commander to perform investigations in a thorough, ethical, legal, and equitable manner. This book will meet the needs of attorneys who litigate cases involving

allegations of police misconduct as well as representatives of collective bargaining groups who represent police personnel in similar actions. The text ends with the offering of evidence identification, evaluation and collection, case review processes, risk management, training and managing internal investigators, and the future trends in internal investigations.

The ultimate tool for understanding, investigating and preventing fraud Fraud is an evil with a life of its own that leaves a financial, repetitional, and emotional toll on its victims. While monumental scandals, such as Enron, WorldCom, and Madoff's Ponzi scheme make the front pages, fraud is a daily occurrence impacting companies and individuals alike. Faces of Fraud reveals must-know characteristics of fraudsters and the skills needed to outwit them. Recognized Fraud Fighting Expert Martin Biegelman draws from his 40 years of experience fighting fraud to profile not only the key traits fraudsters share, but also the qualities fraud examiners must possess to be successful. Each chapter contains stories from actual cases that the author investigated Profiles the must-know characteristics of fraudsters and the skills you'll need to outwit them Reveals the traits of accomplished fraud examiners Explores the best practices in fraud detection, investigation and prevention to cultivate in order to maximize success Written by fraud fighting expert Martin T. Biegelman Although fraud will never be completely eradicated, there is much that can be done to reduce the number and size of frauds that take place in any organization. Boiling down the key lessons the author has culled from his long career, Faces of Fraud entertains and informs with stories from real cases the author investigated over his long career, and imparts useful tips you can start using right away in the fraud examination field.

The authors, expert practitioners specializing in FCPA cases, reveal numerous hidden pitfalls and provide helpful guidance for attorneys dealing with almost any FCPA-related eventuality.

Every day, athletic administrators, coaches, and collegiate athletes strive to uphold the treasured principles of higher education and intercollegiate athletics. Still, despite their best efforts, policies are sometimes violated, forcing an internal investigation. Michael Buckner, an attorney and former licensed private investigator, relies on comprehensive research and his diverse experience representing colleges and universities to guide others through internal investigation and NCAA enforcement processes. Within detailed explanations of investigative strategies, Buckner shows college administrators and other professionals how to: Organize, plan, and conduct an internal investigation. Collect evidence and conduct interviews during the investigation process. Respond to an inquiry from the NCAA enforcement staff. Use best practices to an institution's or involved party's advantage in an internal investigation and infractions hearing. The Athletics Investigation Handbook shares effective strategies, proven techniques, and best practices that will help professionals navigate the NCAA enforcement process.

Jennifer Arlen brings together 13 original chapters by leading scholars that examine how to deter corporate misconduct through public enforcement and private interventions. Scholars from a variety of disciplines present both theoretical and empirical analyses of organizational and individual liability for

corporate crime, liability for foreign corruption, securities fraud enforcement, compliance, corporate investigations, and whistleblowing. This Research Handbook also highlights promising avenues for future research.

Providing a comprehensive framework for a sustainable governance model, and how to leverage it in competing global markets, Governance, Risk, and Compliance Handbook presents a readable overview to the political, regulatory, technical, process, and people considerations in complying with an ever more demanding regulatory environment and achievement of good corporate governance. Offering an international overview, this book features contributions from sixty-four industry experts from fifteen countries.

This textbook provides an overview of the major types of fraud and corrupt activities found in private and public agencies, as well as the various methods used to prevent fraud and corruption. It explores where opportunities for fraud exist, the personal characteristics of those who engage in fraud, as well as their prevention and control. This work covers fraud in the financial sector, insurance, health care, and police organizations, as well as cybercrime. It covers the relationship between fraud, corruption, and terrorism; criminal networks; and major types of personal scams (like identity theft and phishing). Finally, it covers the prevention and control of fraud, through corporate whistle blowing, investigative reporting, forensic accounting, and educating the public. This work will be of interest to graduate-level students (as well as upper-level undergraduates) in Criminology & Criminal Justice, particularly with a focus on white collar and corporate crime, as well as related fields like business and management.

Internal Corporate Investigations American Bar Association

Corporate Internal Investigations have become more and more important for businesses as a means to minimise business liability risks. These liability risks often result from a managerial failure to observe a particular regulatory code. For international businesses, the obligation upon management to supervise compliance does not stop at national borders and the introduction of whistleblowing systems within businesses is only a small step in terms of minimising the risks. The greater challenge for businesses is to examine and analyse the findings of internal investigations, and this often calls for an internal investigation to be conducted internationally. Recent cases of law enforcement by national or international authorities against companies and individuals have highlighted the legal pitfalls and boundaries of Corporate Internal Investigations. The authors of this work offer an overview of the recurring legal questions regarding internal investigations in 13 different jurisdictions (Austria, Brazil, China, France, Germany, Great Britain, Indonesia, Italy, Mexico, Russia, Spain, Switzerland and USA). The book is especially concerned with the requirements for the initiation of internal investigations and the legal boundaries of different investigative measures. In addition, questions concerning data protection, employment laws, the conduct of interviews with employees and penalties for inappropriate

employee conduct are described.

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