

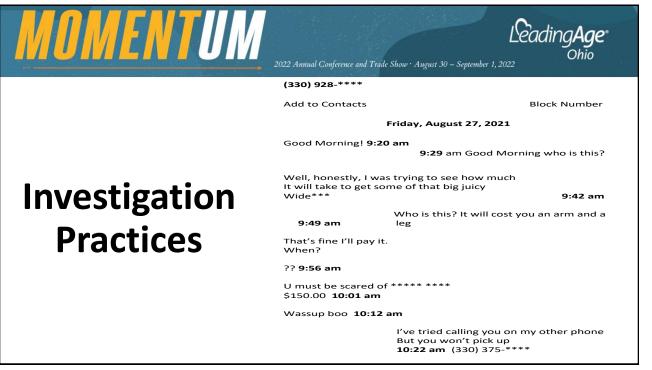


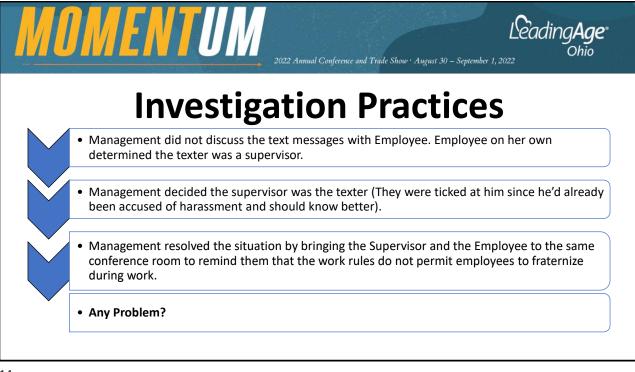




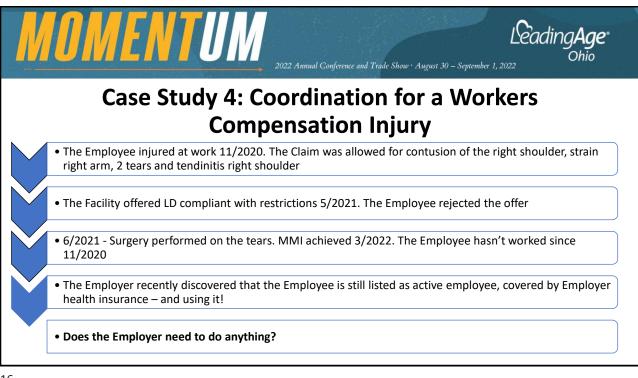
IUMI	2022 Ann	ual Conference and Trade Show	v · August 30 - September 1, 2022
Case	Study 2: Wor	kplace	Investigation
(330) 928-***			
Add to Contacts	В	lock Number	 Employee claims she is being harassed
	Friday, August 27, 2021		
Good Morning!	9:20 am		
9:29 am Good Morning who is this?		g who is this?	 Latest example is a sexually- charged text message
	was trying to see how much		
It will take to ge Wide***	t some of that big juicy	9:42 am	
9:49 am	Who is this? It will cost you leg	an arm and a	
That's fine I'll pa	y it.		











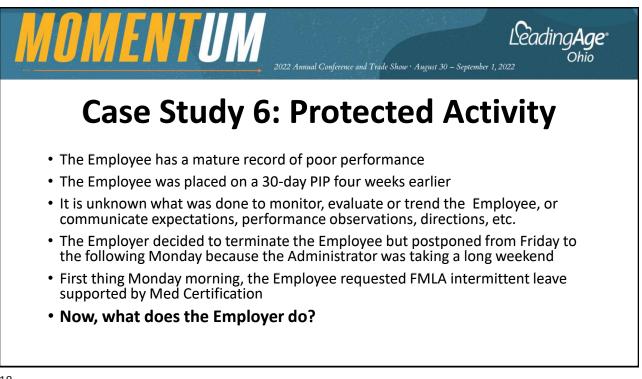
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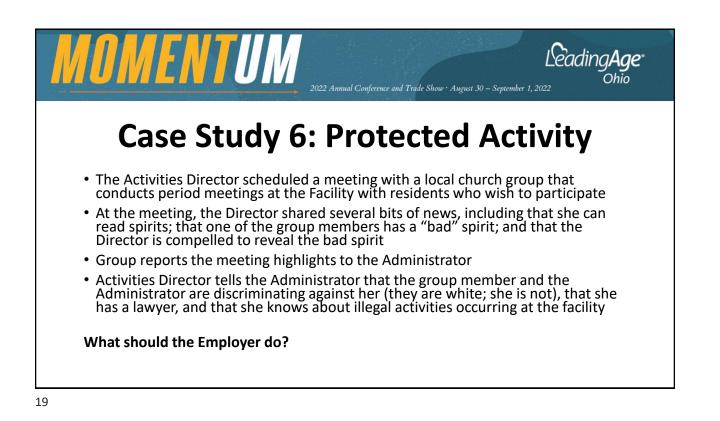


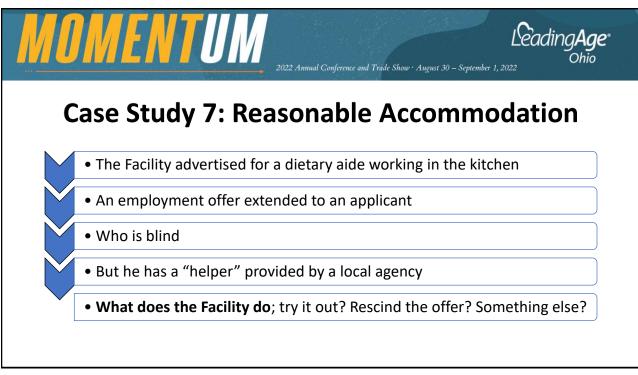
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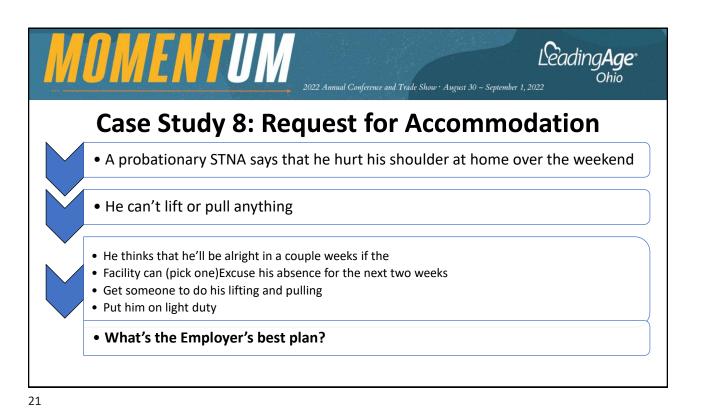
Case Study 5: FMLA & Termination

- The Employee has a mature record of poor performance
- The Employee was placed on a 30-day PIP four weeks earlier
- It is unknown what was done to monitor, evaluate or trend the Employee, or communicate expectations, performance observations, directions, etc.
- The Employer decided to terminate the Employee but postponed from Friday to the following Monday because the Administrator was taking a long weekend
- First thing Monday morning, the Employee requested FMLA intermittent leave supported by Med Certification
- Now, what does the Employer do?









Control of the ext step?

