



Mineral



Question of the Week

August 9, 2023

Question

Do we need to conduct an investigation if one of our employees has accused another employee of harassment at a non-work event?

ANSWER

Absolutely. It is important to remember that not all interactions between employees take place at work, and these non-work interactions can ultimately affect the workplace, potentially contributing to a hostile work environment. For example, if an employee made threatening comments about a certain racial group at a social event and these comments were heard by another employee, that employee may feel afraid or unsafe coming into work.

Given that employers are required to provide a workplace free from harassment, it's best to investigate these situations promptly and thoroughly. You can find more information about harassment and workplace investigations on the [platform](#).

This Q&A does not constitute legal advice and does not address state or local law.