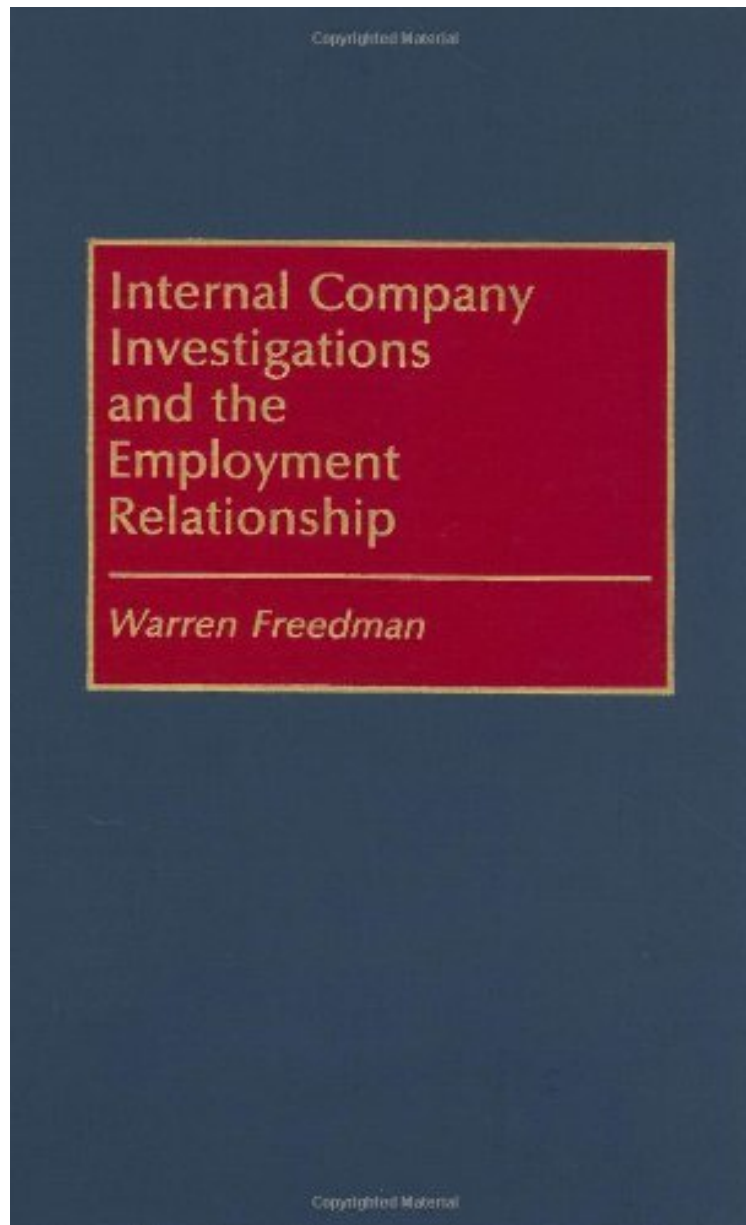


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# Internal Company Investigations and the Employment Relationship

*Warren Freedman*

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**Warren Freedman : Internal Company Investigations and the Employment Relationship** before purchasing it in order to gage whether or not it would be worth my time, and all praised Internal Company Investigations and the Employment Relationship:

Freedman focuses on investigation of employees by their companies and organizations, delineating the rights and obligations of the employer and the rights and privileges of the employee in the employment relationship. Internal company investigations have in recent years become widespread as companies and corporations seek to ferret out internal problems. Officers and directors as well as employees have been subjected to the internal investigative process. But the content of these internal investigations and the precise procedures utilized by the company or corporation are simply unknown for the obvious reason that no company or corporation wants to publicize the fact of investigation, or wash its dirty linens in public! Unless such inside secrets are disclosed in the course of litigation, the author of any text on internal investigations cannot detail the pragmatic substance of the internal investigation. The point is simply that the internal investigation process generally remains confidential until disclosed by the participants. There are, however, guidelines to the internal investigation that are available, and the author has utilized every known facet of the investigative process to spotlight what the internal investigation is all about. Factors such as the right to privacy; whistleblowing; discrimination based on age, sex, race, national origin, religion, etc.; drug-testing and alcohol-testing; as well as prime causes of discharge or termination of employment are all relevant, and are delineated hereinafter. In most instances, these factors are evidenced by decided cases, thereby establishing precedents and background for the author's conclusions. In view of the increasing amount of litigation in this field, Freedman's treatise will be valuable to bench and bar, and as a guide will be useful to executives in corporations and organizations throughout the private and public sectors.

"The book is a major contribution to the literature of HRM and employee relations, a fact attributable to the author's background. Freedman's professorship at Rutgers University's School of Law is fortified by wide legal experience beyond its ivory towers in the private and public sectors. This reviewer proposes that company presidents make this book required reading--in fact, study--by middle management at levels, from shop foremen through department heads, under the slogan that "This is what has happened to other companies, so let's strive that it shall not happen to us!" This reviewer highly recommends this research book to both scholars and practitioners alike in the field of human-research management."-Business The Contemporary World?The book is a major contribution to the literature of HRM and employee relations, a fact attributable to the author's background. Freedman's professorship at Rutgers University's School of Law is fortified by wide legal experience beyond its ivory towers in the private and public sectors. This reviewer proposes that company presidents make this book required reading--in fact, study--by middle management at levels, from shop foremen through department heads, under the slogan that "This is what has happened to other companies, so let's strive that it shall not happen to us!" This reviewer highly recommends this research book to both scholars and practitioners alike in the field of human-research management.?-Business The Contemporary WorldAbout the AuthorWARREN FREEDMAN has written more than 45 legal treatises, more than 100 law review articles, served as State Trial Referee in Connecticut and a Hearing Examiner in New York, and continues to lecture at various educational and legal forums. He served as an Attorney Examiner with the Federal Trade Commission, a member of the faculty of Rutgers University School of Law, practised law in his own New Rochelle, New York law firm, and for many years was Assistant Secretary and Legal Counsel of Bristol-Myers Squibb Co.