

## Nicole Bussi, AWI-CH – Workplace Investigations

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As an experienced employment attorney investigator, Nicole understands that the failure to conduct a fair, reasonable, and comprehensive investigation can lead to widespread workplace issues and severe problems for a company. Her focus is to conduct investigations that guide appropriate employment decisions and protect all parties involved.



During investigations, Nicole draws on her knowledge and experience to recognize the key issues in an employee complaint that must be addressed to provide the employer with a clear path forward. Having represented employers in litigation, she is able to navigate complicated workplace issues including harassment, discrimination, and retaliation complaints, pay complaints, and unsafe and hostile work environment issues. She provides employers with a clear investigation plan and timely updates throughout the process.

Nicole creates a neutral, safe environment for employees where they feel comfortable opening up about sensitive events and they understand that their concerns are being taken seriously. Her ability to make individuals feel at ease when speaking with her ensures the necessary discovery of additional witnesses and evidence that is crucial to the thoroughness of the investigation.

Prior to affiliating with MRG, Nicole spent many years providing employment counsel to clients to enable growth while helping them assess and diminish risk. She has worked with a broad range of businesses and agencies, from Fortune 500 companies, healthcare, emerging nonprofits, and the public sector. In addition to handling internal and external investigations, she has litigated claims in state and federal court.

She is a member of the California Bar, Marin County Bar, Association of Workplace Investigators, and Society for Human Resources Management. She obtained her J.D. from UC Law San Francisco (formerly UC Hastings College of the Law) and completed her undergraduate education at Santa Clara University.



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