

Policies regarding protocol for employee investigations

Information compiled February 21, 2006

The Question: Do you have a written protocol for conducting an investigation of alleged sexual improprieties between an employee and a customer?

If so, please attach your policy. If no, are you interested in having a one?

Clallam Transit says... Don't have one, but interested in seeing one.

Community Transit says... We do not have a written protocol for the specific issue you listed, however, our practice has been to initiate an investigation generally under the same framework we would for a sexual harassment complaint against a coworker or supervisor.

We usually use an outside investigator under WSTIP's control & direction to gather information from civilians. In such a case as this, however, we might want to get statements or meet with the complainant personally in order to be able to testify about it at arbitration if it came to that.

I'd be interested in seeing policies of other agencies or receiving whatever develops.

CUBS says... Do not have one, but would be interested.

Grant Transit says... We do not have this written protocol however; it would be something useful to have.

Grays Harbor Transit says... No we do not have a written protocol; I would like to see one.

Link Transit says... We don't have anything

Mason Transit says... No we do not have one. And yes, we would like to! Please forward anything you receive.

Skagit Transit says... We don't have one, but would appreciate getting copies of what others have.

Spokane Transit says... It would depend on the customer as to how we would proceed. If it was a Dial-A-Ride customer, we would turn it over to the police as a possible criminal complaint because of their status. We have a no tolerance policy for any relationship with passengers and

the employee would be discipline up to and including termination. It would be dealt with just like any other discipline issue.

Valley Transit says... No. We don't have any written protocol for conducting an investigation. I would be interested to see what you get from other agencies.

Whatcom Transit says... Here's our policy. [Click here to view it.](#)