
ONTARIO • WORKPLACE INVESTIGATIONS

Workplace Investigation + Remediation

Independent investigations for Ontario employers — and what comes after.

When a complaint lands, you need an investigation that holds up and a path back to a functioning workplace. 1205 runs the independent investigation, then — separately, and only if you want it — helps you remediate.

WHAT THE INVESTIGATION INCLUDES

- Scoping and clear terms of reference
- Interviews of the parties and relevant witnesses
- Review of the relevant documents and records
- Findings made on a balance of probabilities
- A written report you can rely on

THE INDEPENDENCE BOUNDARY

- During the investigation, 1205 does not implement discipline or management decisions and does not advise you on the outcome.
- The investigation stands on its own — that is what makes it defensible.

WHAT REMEDIATION CAN COVER (SEPARATE MANDATE)

- Policy repair, manager coaching, training, culture work, and HR infrastructure
- Scoped only after the report is delivered, subject to a fresh conflict review

Boundary: 1205 conducts independent workplace investigations. 1205 does not provide legal advice or representation, does not make termination or discipline decisions, and refers legal questions to employment counsel.