

Investigations in the workplace: Mitigating risks

Latin America

STRATEGIC LEGAL SOLUTIONS FOR COMPLEX DISPUTES

In response to growing expectations from enforcement authorities, companies are increasingly focused on addressing issues such as corruption, bribery, fraud, AML and other forms of misconduct. By 2025, four out of ten companies believe that employment investigations will pose a risk to their organization, driven by factors such as economic pressures, evolving labor laws, and the rise of remote work. In this rapidly evolving global regulatory landscape, and with the growing threat of ESG-related investigations and litigation, we assist clients in identifying and addressing compliance risks related to inclusion and diversity, ethical supply chains, human rights, sustainability and climate change, business ethics, ESG disclosures, and other emerging reputational issues.

WHEN TO CALL US?

- Whistleblower cases and other forms of reporting relating to workplace concerns
- Regulatory inquiries and investigations
- Enforcement proceedings, both by administrative and judicial authorities
- Disputes, including class actions and domestic and cross-boarder claims
- Executive and employee misconduct, including breach of fiduciary duty, misappropriation, bribery, embezzlement and other conduct issues



HOW CAN WE HELP?

- Developing investigation guidelines
- Reporting to authorities
- Conducting independent internal investigations
- Addressing data privacy issues in disciplinary, regulatory, and criminal investigations
- Drafting and implementing compliance programs
- Interviewing management
- Providing training programs
- Conducting risk assessments



This comprehensive approach ensures robust and effective handling of workplace investigations.

WHY BAKER?

- We have a deep understanding of your specific industry, business model, and geographic compliance risks in the region, thanks to our established local presence. We can identify what compliance risks look like for your business and provide practical strategies to manage and mitigate them on the ground.
- Our guidance helps you “take control in times of crisis” by preparing you for dawn raids or regulator-led investigations and ensuring that internal investigations meet credibility standards when scrutinized by regulators, adverse parties, or other stakeholders.
- Clients can expect a consistent level of high-quality service across all offices, ensuring that their legal needs are met with the same standard of excellence, no matter where they are.
- We integrate compliance risk management into your broader business operations, not just within legal and compliance groups but also across HR, finance, commercial, IT, and procurement.
- With a global perspective, the firm is well-positioned to offer innovative and forward-thinking solutions that address the evolving challenges of cross-border legal matters.
- No-borders, no-boundaries approach to ensure the best multijurisdictional team for every matter. Global crisis and reputation management expertise

TRUSTED EXPERTISE

- We conducted a large number of cross-border internal investigations for a global leader in water conservation strategies, which included reviewing the client’s compliance program to adapt it in accordance with the 2022 edition of the Pro Ética certification.
- We represented one of the largest producer of plastics in the Americas in an FCPA matter in Brazil. We conducted the internal investigation for the company and worked in both jurisdictions to reach a global resolution. This resulted in a global settlement with the SEC, DOJ, and authorities in Brazil and Switzerland.
- Assisted a major automotive company in an internal investigation related to allegations by its compliance officer regarding potential transactions performed with an individual with a money-laundering background. We also provided support in reviewing and adjusting the company’s internal AML and ABC manuals ensure full compliance with applicable regulatory requirements in Colombia.
- We advised a pharmaceutical company in an internal investigation in Colombia triggered by a complaint from an employee regarding alleged corrupt practices in the prescription of medications.



RANKINGS AND AWARDS



We are the only firm ranked Band One by Chambers Global for Employment – for 14 consecutive years.

Recognized by Global Investigations Review in The GIR 30, ranking among the best law firms for complex multijurisdictional corporate investigations.

CONTACT US



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CALIBRATE RISK GLOBALLY

Whether dealing with high-stakes investigations, defending against government enforcement actions, or pursuing growth opportunities, success depends on calibrating risk. With highly skilled lawyers on the ground around the world, we understand the regulatory, business and cultural landscape, wherever you are. And by connecting investigations and rapid crisis response with effective risk management solutions, our integrated approach helps you safeguard your business and protect corporate reputation.

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