

ABOUT US

Human Value Initiative provides **neutral, independent workplace investigations** for organizations that need an experienced third-party to assess complex employee concerns with fairness, clarity, and procedural integrity. With 20+ years of senior HR and employee relations leadership, we bring a people-centered, trauma-informed approach that ensures psychological safety for all participants while delivering clear, defensible findings.

We support employers across public, private, nonprofit, and regulated industries who require an unbiased investigator to navigate sensitive or high-risk situations.

CORE INVESTIGATION CAPABILITIES

- Independent Fact-Finding
- Harassment, discrimination, retaliation
 - Misconduct and policy violations
 - Hostile work environment concerns
 - Leadership behavior and ethics issues
 - Multi-party and complex cases
 - Union and public-sector investigations
 - High-visibility or politically sensitive matters
- Trauma-Informed, People-Centered Approach
- Non-coercive, psychologically safe interviewing
 - Awareness of trauma responses and stress impacts
 - Respectful, culturally responsive communication
 - Minimizing re-traumatization and power imbalances
- Evidence-Based Analysis & Reporting
- Structured, consistent methodology
 - Credibility and fact analysis
 - Policy alignment and standards review
 - Clear, defensible written findings
 - Recommendations when requested

DIFFERENTIATORS

- Independent, neutral third-party investigator
- 20+ years of senior HR and employee relations experience
- Trauma-informed, psychologically safe interviewing
- Deep experience in public sector, healthcare, education, non-profit, and private industry
- Clear, defensible findings grounded in policy and evidence
- Practical, repeatable processes that reduce risk and strengthen trust



OUR INVESTIGATIVE PHILOSOPHY

We believe investigations must be fair, neutral, and grounded in respect for every individual involved. Our approach centers on procedural integrity, psychological safety, and evidence-based analysis. We create a structured, respectful process that brings clarity without causing unnecessary harm, ensuring organizations can make informed, defensible decisions.

CLIENTS INCLUDE



Leadership Team Training
Two Hour Leadership Lab
DEI Learners Journey Series



Project Management
Training Design
Training Delivery
HR & DEI Consulting



Leadership Team Training
DISC Debriefs
Debrief Sessions
DISC Communication Workshop



HR Independent Trainer
Developing A Company Culture
Hiring and Firing
Team Building

Get in Touch

Request a Confidential Fit Call (10 Minutes) Before beginning any investigation, Human Value Initiative conducts a brief, confidential Fit Call to determine whether an independent investigation is appropriate. This conversation clarifies the scope, neutrality requirements, and whether the matter aligns with the standards for external review. It is not a consultation; it is a focused assessment to ensure the right next step.

NAICS CODES

- 541612 — Human Resources Consulting Services
- 541611 — Administrative & General Management Consulting
- 541618 — Other Management Consulting Services
- 611430 — Professional & Management Development Training
- 611699 — Other Instruction

