



since **1996**
in North America

The Integrity Group is a consulting firm of lawyers specializing in the prevention and resolution of workplace conflict such as sexual and other harassment and discrimination, bullying, and other workplace misconduct including violence.

We attribute our success in large measure to the dynamic team of educators and legally-trained professionals that make up The Integrity Group and who are experienced in all facets of workplace conflict resolution, human rights issues, and labour relations.

We work closely with our clients to address each and every challenge they bring to us or which we discover through dialogue and consultation. We minimize our client's legal exposure and help create work environments that are healthy and productive.

We achieve these goals through customized programs that are tailored to meet our client's particular needs and concerns.

Areas of Service:



Policy Development

Policies provide a roadmap for the organization and its members. They ensure that matters are dealt with fairly, and in a consistent fashion.



Presentations

The Integrity Group is always available to create and present customized seminars and workshops on any issues of interest within these areas.



Workplace Assessment

The Integrity Group routinely undertakes what is known as a "workplace assessment" when an employee lodges a complaint about misconduct or there are interpersonal conflicts that are seriously impacting his or her workplace.



Independent Investigation

The Integrity Group conducts prompt, cost-effective independent investigations into allegations of hostile work environments including sexual and other types of harassment, discrimination and workplace violence.



Program Development

Employers that recognize the importance of anti-harassment and anti-discrimination policies, and programs designed to address bullying or other respectful workplace issues call The Integrity Group.



Violence in the Workplace

The Integrity Group conducts sensitivity seminars and also has access to specialized personnel such as threat assessment experts who can identify real safety risks and implement preventative measures.



Workshops & Training

The Integrity Group Offers a range of workshops and training sessions.



Conflict Resolutions and Mediation

The Integrity Group's conflict resolution services are provided by formally trained, experienced professionals to assist organizations in the resolution of workplace disputes.



Coaching

Coaching allows for focused reflection, issue prioritizing, and goal identification through one-on-one sessions.



Ombuds Services

On occasion, an employee may need to speak confidentially with a third-party in order to address a sensitive workplace issue or problem.