Whistleblower Investigation Flowchart

LDO authorizes an investigation

LDO may impose or recommend interim measures, such as investigative leave, modifications to supervision, retaliation protections.

In consultation with the investigator, subject(s) is notified of the allegations and the investigation process.

Investigator interviews parties and other witnesses, gathers evidence, and consults with subject matter experts, if needed. Parties have right to present evidence and witnesses. Subject(s) can submit a written response to allegations.

Subjects provided the opportunity to respond to material points of evidence, typically during their interview(s).

LDO makes determination of whether an IGA occurred.

Investigator prepares a written Investigation Report with findings.

Notices of outcome provided to the parties and the appropriate unit head(s).

Referral to disciplinary process if appropriate.

Consultation with Investigations Group or appropriate case management team as needed.*

CCO or management may take other steps to improve internal controls or other identified issues.