



# Investigations 101

Presented by:  
WTU Field Services Specialist Team

# DCPS Office of School Security

If it has been alleged that a member has engaged in corporal punishment, an instance of discourteous treatment of the public, or any other inappropriate conduct or illegal activity covered under the DC Municipal Regulations, that member will be investigated by the DCPS Office of School Security.



# About the Investigators

- The investigation may take place at a school or at the Office of School Security
- It will be conducted by one of a handful of investigators, many of whom are retired or former police officers
- At the time of questioning, the investigator may have already spoken with any number of alleged witnesses
  - Don't be surprised if the investigator is particularly candid



# Weingarten Rights

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J. Weingarten Inc., must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.



# The Investigation Process

- **ALWAYS request that your WTU Field Services Specialist or a WTU member is present at the investigation meeting.**
- **Members should speak to their representative BEFORE providing any statements to officials.**
- The investigator will request a written statement from the person being investigated.
  - The individual being investigated should request his/her union representative to read the statement and provide feedback prior to submission
- After a statement is submitted, the investigator will ask a series of questions to “flesh out” the statement or to follow up on any specific allegations
- Prior to the investigation, the member should prepare a list with the names and contact information of people who may have been witness to the alleged event.



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Members should ask the investigator the following questions:

- What is the allegation?
- Who made the allegation?
- At what time and date did the allegation occur?

## IMPORTANT REMINDERS:

**Do not have any communication with investigators without first contact your union.**

**Request that your WTU Field Services Specialist or a WTU member is present at the investigation meeting.**

**Speak to a WTU representative BEFORE providing any statements to officials.**



# How to Respond

- Members should answer all questions **honestly**. If it is discovered that the member being investigated intentionally made a false statement, that person will be subject to disciplinary action for “dishonesty.”
  - It is easier for DCPS to discipline a member for dishonesty than for inappropriate conduct.



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- Pursuant to a Chancellor's Directive, all members are **REQUIRED** to comply with investigations. If a member does not comply, he/she may be disciplined for willful nonperformance or willful disobedience
  - It is in every member's best interest to attend an investigatory meeting **WITH UNION REPRESENTATION** no matter how intimidated he/she may be.
  - Cases involving physical harm will be and must be handled by the DC Metropolitan Police Department (MPD).





# Questions and Comments?

