

Corey Courtemanche

INVESTIGATIONS

Investigations

Corey is a highly experienced investigator, having worked as an investigator for over 14 years. During this time, he has developed specialist skills in the investigation of workplace misconduct and complaints.

Most recently, Corey has investigated matters concerning allegations of discrimination, bullying and harassment, sexual harassment, and fraud.

Corey has broad knowledge and experience in managing complex investigations involving multiple parties and voluminous documentary evidence, as well as counter allegations.

He has the ability to build rapport with complainants and witnesses from diverse socio-economic and cultural groups as well as varying levels of seniority.

Corey has exceptional communication and analytical skills. He is able to research and analyse complex situations, and provide independent, concise, accurate report to guide effective decision-making.

Corey has a clear understanding of the practical and legal realities facing organisations when grievances and/or allegations of misconduct are raised.

Combining his practical knowledge of contemporary workplace investigation principles and laws, Corey is committed to providing, services aimed at helping clients investigate workplace complaints, and manage workplace grievances efficiently, expeditiously and fairly.

Professional Experience

Workplace misconduct investigations and case management in:

- ▶ Bullying and harassment
- ▶ Fraud
- ▶ Sexual Harassment
- ▶ Disciplinary and grievance process
- ▶ Human Resources management recommendations –OH&S
- ▶ Industrial relations

Most recently Corey has worked with:

- ▶ Swimming NSW
- ▶ Australian Nuclear Science and Technology Organisation (ANSTO)
- ▶ SNP Security
- ▶ Laycock Burke and Castaldi Lawyers
- ▶ Woodville Alliance
- ▶ Kiama Municipal Council
- ▶ Transport for NSW
- ▶ Cerebral Palsy Alliance
- ▶ Air Services Australia
- ▶ Yellow Brick Road

Qualifications

Post Graduate Certificate in Research Preparation
Macquarie University (2009)

Masters of International Securities Studies
Macquarie University (2008)

Bachelor of Social Science in Peace and Conflict Studies
Malmo University (2008)

Certificate III in Investigative Services
Australian Security Academy (2010)

Current Licences

NSW CAPI Master Licence - 411 459 975

Professional Background

WISE Workplace
Investigator since 2016

Factual Direct
Principal Investigator since 2014

Quantumcorp
Factual Investigations Manager
2011 – 2014
Factual Investigator
2009 – 2011

DHL Solutions
Gateway Operations and Customs Investigations
2002 – 2007

Competencies

- ▶ Planning investigations
- ▶ Gathering and analysing documentary and electronic evidence
- ▶ Applying rules of procedural fairness
- ▶ Applying Briginshaw principle
- ▶ Interviewing witnesses & preparing witness statements
- ▶ Report writing
- ▶ Workplace policy and legislative interpretation
- ▶ Making evidence-based findings
- ▶ Recommendations on disciplinary action and management action
- ▶ Timely and efficient client communication
- ▶ Collaboration with investigation team members