



Finding Facts Since 2005

We provide independent and unbiased factual investigations of all types of workplace claims.

Workplace Investigations

With investigators based in both the Philadelphia area and New Jersey, VERITA, LLC is a firm of experienced attorneys who serve as neutral and independent workplace investigators. We provide unbiased factual investigations into all types of workplace claims, including harassment, discrimination, retaliation, and other employee misconduct. Our role is to deliver a clear, factual account of events, arming employers with the information needed to make sound and defensible employment decisions.

Our Services

VERITA, LLC provides independent and unbiased factual investigations of all types of workplace claims, including harassment, discrimination, retaliation, and other employee misconduct.

[Learn More >](#)

Our Process

No two investigations are exactly alike. Just as every workplace complaint involves a unique set of facts and individuals, so does every investigation.

[Learn More >](#)






Our People

Our investigators are attorneys who have extensive experience investigating and litigating all types of employment-related and regulatory claims.

[Learn More >](#)

Why Choose VERITA?

[LEARN MORE](#)

-  Because workplace incidents are a part of doing business.
-  Because an effective investigation is an employer's first line of defense against workplace claims.
-  Because we are neutral and independent.
-  Because we are great at what we do.
-  [Learn more](#) about why you should choose VERITA.

Work With Us

The use of an independent workplace investigator is important for minimizing or eliminating the mere appearance of bias in the investigation process, promoting trust and cooperation in the investigation and in the workplace.

[CONTACT US](#)

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Why Choose VERITA?

→ Because we're great at what we do.

We provide prompt and thorough investigations of a wide-range of employment issues.

Our investigators are constantly keeping abreast of the latest techniques and laws involving investigations and substantive employment claims.

We understand the importance of maintaining confidentiality to protect the integrity of the investigation and all parties involved.

We don't have a stake in the outcome, so you can be sure you are getting a clear and independent factual assessment of what happened.

→ Because workplace incidents are a part of doing business.

In 2024, the Equal Employment Opportunity Commission (EEOC) received over 88,000 charges of discrimination. That's more than 240 charges per day. And that does not include internal complaints received by companies which are not filed with the EEOC, or charges filed through state agencies alone.

→ Because an effective investigation is an employer's first line of defense against workplace claims.

Prompt, professional investigations of workplace claims are critical. The law imposes a duty on employers to promptly investigate claims of discrimination and harassment and take appropriate remedial action. The duty to investigate exists even if the conduct has stopped or the alleged victim does not request or consent to the investigation.

An employer's failure to investigate and take remedial action significantly raises the risk of liability for the employer. Additionally, failing to properly investigate workplace claims, or to conduct an investigation at all, can result in increased liability and exposure for the employer.

Why is an effective investigation important?

- The law requires a prompt and reasonable investigation of all claims of harassment and discrimination.
- Impartial investigation and analysis of the complaint enables the company to address and resolve the issues early on.
- It shows the complainant that the company takes their concerns seriously and assists the employer in creating and maintaining a respectful and productive workplace.
- If the employee feels that their concerns have been adequately addressed, they are less likely to go to a party outside the company for satisfaction, such as the EEOC, an attorney, or a labor union.
- It enables the company to avoid or minimize legal liability should the employee decide to file a charge or lawsuit.
- It provides a sound foundation for taking disciplinary action against the actor, if warranted.

→ Because we are neutral and independent.

The use of an independent investigator is important for minimizing or eliminating the mere appearance of bias in the investigation process, promoting trust and cooperation in the investigation and in the workplace.

Sometimes, the company has conducted its own investigation but is unable to draw conclusions. Turning to a neutral investigator for a "second opinion" can reassure the company it's on firm ground.

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Our Services

VERITA, LLC provides independent and unbiased factual investigations of all types of workplace claims.

- Harassment
- Discrimination
- Retaliation
- Whistle blower
- Theft
- Misuse of company property
- Compliance violations
- Other employee misconduct

Our investigators act as neutral fact-finders by conducting witness interviews and reviewing relevant documents related to the complaint. They then provide a detailed written report from which the employer, in consultation with its legal counsel, can determine exactly what happened, whether any company policy or law has been violated, and whether any appropriate disciplinary action is warranted.

By retaining a qualified, objective investigator — like VERITA — the employer creates and maintains a respectful and productive work environment and, at the same time, fulfills its legal obligation to promptly and appropriately respond to workplace complaints of discrimination and harassment.

Our clients include businesses of all sizes (non-profit and for-profit, unionized and non-unionized), municipalities, state and local agencies, and educational institutions.

Other Services

Exit Interviews

VERITA, LLC assists companies in identifying their strengths and weaknesses through exit interview feedback, which is crucial to reducing employee turnover and creating a more positive work environment. By conducting thorough and thoughtful exit interviews, you can accurately and confidentially measure why employees are leaving and utilize that information to make changes that will increase employee satisfaction. Interviews can be conducted in-person or virtually. After the interview, you are provided with a written report of what was discussed, including the employee's reason(s) for leaving, job and company satisfaction, and any changes the employee would make in the organization.

Departmental Surveys or Cultural Assessments

Sometimes a department or group of employees is just not functioning properly and, despite the company's efforts to resolve the problem, non-productive behavior continues. Employees may be constantly bickering or complaining about one another, a previously productive employee may now be barely making the grade, or the introduction of a new employee or manager may have caused unexpected turmoil. In other cases, the employer sees an unusual up-tick in the number of complaints coming from a particular business group or reporting line. Too often, personal relationships, inexperience, "office politics" or prior involvement make it impossible for Human Resources staff or other internal employees to effectively identify and remedy these problems. VERITA, LLC will interview each employee privately and compile a written report of findings in order to assist the company in uncovering and addressing the source (or sources) of conflict.

Training

VERITA, LLC also provides individual or group training on how to conduct workplace investigations.

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Our Process

No two investigations are exactly alike. Just as every workplace complaint involves a unique set of facts and individuals, so does every investigation. However, most will follow a process similar to this:

Step 1: Initial meeting with company contact for full briefing of complaint and gathering of relevant documentation and information.

Step 2: Review of relevant documentation, which may include company policies and procedures, personnel files of individuals involved, company investigation files, and other documents pertinent to the investigation, ie, an offensive e-mail.

Step 3: Preparation of an investigation plan — additional documents to be gathered and reviewed and/or list of the individuals to be interviewed.

Step 4: Scheduling of interviews of complainant(s), witness(es), and alleged actor(s).

Step 5: Conducting of interviews and follow-up where necessary, including gathering of additional documents and information, and re-interviewing witnesses.

Step 6: Preparation of oral and/or written report.

Step 7: Delivery of report to company contact or representative.

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Our People

Our investigators are attorneys who have extensive experience investigating and litigating all types of employment-related and regulatory claims.

Although our investigators are attorneys, they do not provide legal advice or counsel, or make recommendations. Their job is solely to provide an unbiased factual account of what did or did not occur, arming the employer with the information it needs to make a sound employment decision.



Marie A. Latoff, Esq.
President & Founder
[LinkedIn](#)

Marie A. Latoff, Esq.

Marie, a northern New Jersey native, relocated to the Philadelphia area in 1998.

Marie earned a B.A. degree in Political Science from the University of Delaware and a J.D. degree from The American University, Washington College of Law.

After a Judicial Clerkship in the New Jersey Appellate Division for the Hon. Warren Brody, Marie began her career in private practice as a general litigator. After several years, she started specializing in labor and employment law, litigating all types of employment-related claims on behalf of employers, including discrimination, sexual harassment, whistleblower, retaliation, defamation, breach of contract, restrictive covenant, and wage and hour claims.

Marie also provided employers with advice, counseling and training on a variety of subjects, such as performance counseling, managing a unionized workforce, investigating and resolving complaints, affirmative action, diversity, disability accommodation, compensation, terminations, employment contracts, and downsizings. In addition, she developed and reviewed employment manuals, policies, contracts, and procedures.

After a number of years in private practice, Marie went in-house at a financial services giant in New Jersey. While there, she transferred to the company's Philadelphia-area office.

In 2005, Marie founded VERITA, LLC in response to the growing demand for neutral investigators as both in-house and outside employment attorneys searched for alternatives to conducting investigations themselves out of concern for becoming fact witnesses. This demand, along with the steady growth of outsourced Human Resources services as companies trimmed their workforces, has helped VERITA, LLC's niche business thrive and grow in an extremely competitive business climate.

[Listen to Marie](#) discuss best practices and pitfalls to avoid when conducting workplace investigations on the *Hiring to Firing Podcast*.



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Contact Us

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We look forward to hearing from you.

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