

Society of Independent Workplace Investigators
(SIWI)

CODE OF ETHICS

SIWI advances the role of, and advocates for, independent investigations. It provides education and serves as a resource for those who conduct, or seek to conduct, independent investigations pursuant to recognized standards of practice. All SIWI members adhere to the following Code of Ethics, which reflects a commitment to workplace investigations that meet the highest standards of integrity and competence.

ETHICAL PRINCIPLES

I. INDEPENDENCE

The SIWI investigator maintains independence from the entities and individuals involved in the investigation, exercising sole discretion and judgment within the scope of the assignment in making factual determinations.

II. IMPARTIALITY and OBJECTIVITY

The SIWI investigator exercises careful and unbiased judgment in making factual determinations and does not advocate on behalf of any party or witness.

III. INTEGRITY

The SIWI investigator acts with unqualified honesty and advocates for a fair and equitable process in gathering, evaluating, and weighing evidence and reaching factual conclusions.

IV. COMPETENCE

The SIWI investigator maintains appropriate knowledge in the subject matters under investigation, and in the requirements of proper fact-finding. The SIWI investigator delivers relevant, supported, and carefully reasoned factual findings sufficient to enable clients to engage in informed decision-making about the matters under investigation.

V. CONFIDENTIALITY

The SIWI investigator safeguards all communications and information obtained in the course of an investigation. The investigator discloses such information only as required by law, as expressly permitted by the client, or as necessary to meet investigative objectives.

VI. PROFESSIONALISM

The SIWI investigator mutually establishes with the client the scope of an assignment, as well as applicable fees, and seeks further agreement from the client before changing the scope of an assignment.