

Rachel Maxcy

Independent Workplace Investigator

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Independent, impartial fact-finding into workplace harassment, discrimination, bullying, and executive misconduct. Retained by employers, boards, and legal counsel, including engagements retained directly by counsel so the investigation is conducted under privilege. Reports are written to be usable in that posture and to withstand legal, regulatory, and board-level review.

MATTERS HANDLED

- Harassment, sexual harassment, and bullying complaints
- Discrimination and human rights allegations
- Executive and senior leader conduct
- Multi-complainant and historical allegations
- Poisoned work environment and retaliation claims
- Investigations where internal HR has a conflict
- Background vetting and pre-acquisition diligence

STANDARDS APPLIED

Procedural fairness: both parties heard, allegations put to the respondent, process documented, findings tied to evidence rather than organizational knowledge.

Trauma-informed interviewing consistent with the Association of Workplace Investigators Guiding Principles. Participants are given time and psychological space to explain themselves fully, which produces a stronger evidentiary record.

For US matters, the file is built to the good faith investigation standard described in *Cotran v. Rollins Hudig Hall International, Inc.*, 948 P.2d 412 (Cal. 1998).

REPORT STRUCTURE

Mandate and scope · process record · evidence summary · explicit credibility analysis · findings of fact on a balance of probabilities, including allegations not substantiated · recommendations only where requested.

BACKGROUND

15+ years in HR across private sector, healthcare, public sector, and nonprofit. Most recently Senior HR Partner, Unity Technologies (Americas), including the HR integration of Unity's acquisition of Ziva Dynamics.

BA, Human Resources and Labour Relations (with distinction). Law coursework, Queen's University and Simon Fraser University.

Certificates in Trauma-Informed Workplaces and Foundations of Workplace Investigations. Private investigator licence application in progress under BC's Security Services Act, SBC 2007, c. 30.

JURISDICTIONS

Canada: British Columbia, Alberta, Manitoba, Ontario, Quebec, Nova Scotia.

United States: California, Washington, Texas, Florida, Virginia, North Carolina, New York.

Remote investigations conducted by secure video. No travel charge within Metro Vancouver.

ENGAGEMENT AND FEES

Conflicts check and scoping call within one business day of first contact.

Billed hourly at \$250 against a written estimate provided after scoping. Retainer required before work begins. No separate charge for report writing. Reduced rates for registered non-profits.

Typical timeline for a single-complainant matter with three to five witnesses: three to five weeks from engagement to final report.

"Rachel handled the HR side of Unity's acquisition of Ziva, no small feat, with great judgment and a steady hand. She built real structure where we were lacking and made sure the team felt supported throughout."

James Jacob, Co-founder and CEO, Ziva Dynamics

CURRENTLY ACCEPTING REFERRALS

To discuss a matter or add this profile to your referral bench:

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rachelmaxcy.ca/workplace-investigations