

# Workday for HR. HR Acuity for Employee Relations & Investigations.

Connected by Design. Secure by Default.



Workday is your **trusted, source** for employee and organizational data, but it wasn't designed to **store, restrict and analyze the most sensitive employee relations and investigation details** that require heightened privacy, legal privilege and historical preservation. As a result, organizations often face a difficult choice:

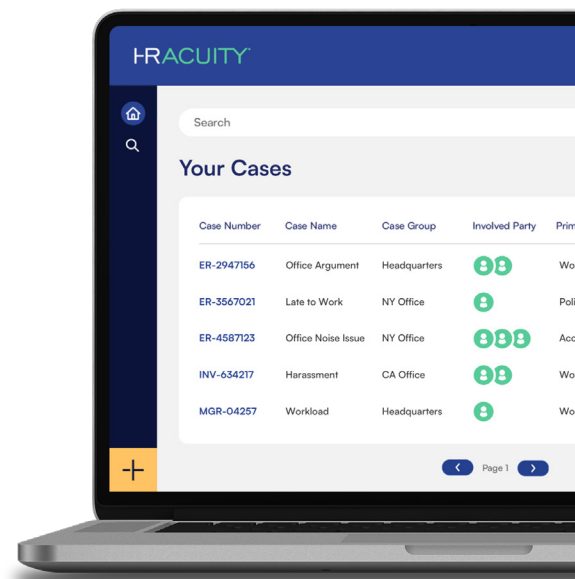
*Risk Over-Exposure:* Store detailed investigation content inside the HRIS, increasing privacy risk and over-permissioning.

*Risk Fragmentation:* Manage ER work in spreadsheets, email or shared drives outside Workday, losing consistency, defensibility and visibility.

## HR Acuity integrates *seamlessly* with Workday to extend your HR system of record.

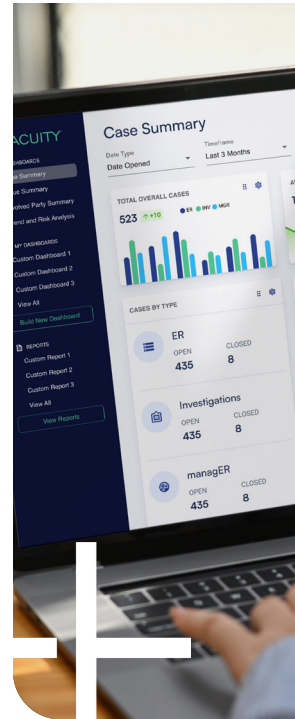
HR Acuity becomes your secure system of record for employee relations and investigations, while Workday remains the authoritative source for employee data. With bi-directional workflow support, HR Acuity inherits accurate employee context from Workday without duplicating data or exposing sensitive investigation detail.

That means you get best-in-class ER and investigations, securely synced with Workday, so you handle sensitive cases faster, with tighter access control and clearer trends.



## How It Works

- **Two-Way Data Sync:** Employee demographics, reporting structure and organizational attributes flow from Workday to HR Acuity to ensure ER cases & investigations always reflect current HR context. Structured case outcomes are able to flow back to Workday for enterprise reporting — without exposing investigation notes.
- **Automated Case Entry:** Employee data is pre-populated from Workday to reduce manual effort and errors.
- **Snapshot-in-Time Preservation:** HR Acuity captures historical context (manager, role, location at the time of the event) to support defensible investigations and pattern analysis.
- **Unified Reporting:** Analyze employee relations trends alongside Workday demographic data. For example: Are harassment claims higher in specific regions or under specific managers?



## Frequently Asked Questions: HR Acuity and Workday

### *Why can't we just manage investigations inside Workday?*

Workday reflects the current employee state. Investigations require preserving historical context, enforcing legal privilege and restricting access to a very small group of users. HR Acuity is purpose-built for these needs while remaining securely connected to Workday.

### *Does HR Acuity support bi-directional workflows?*

Yes, HR Acuity supports bidirectional workflows with Workday, enabling seamless data exchange between the two systems. HR Acuity pulls employee data from Workday, and if desired, users can send structured outcomes back to Workday for centralized reporting. Sensitive investigation details always remain secure in HR Acuity.

### *How does this impact data security?*

It strengthens it. Highly sensitive employee relations data is kept out of the HRIS to avoid over-permissioning, while Workday continues to serve as the authoritative HR system of record.

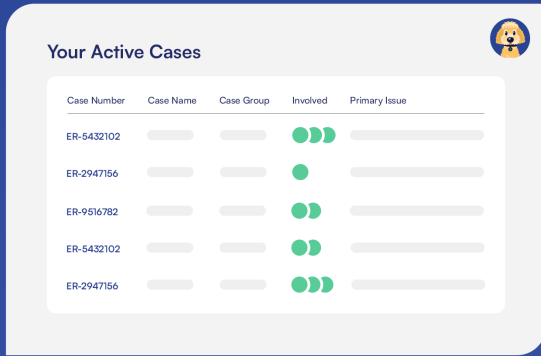
### *How much IT involvement is needed in implementation?*

The pre-built integration uses a Raas API, with IT involvement typically limited to SSO and field mapping.

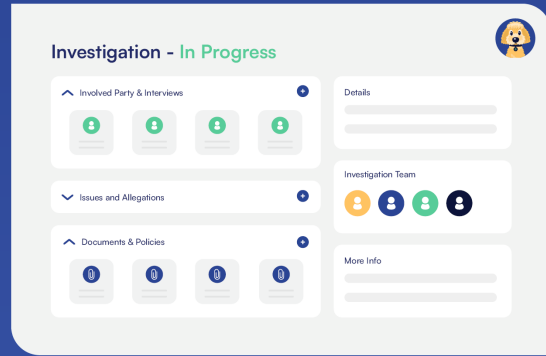


To learn more about HR Acuity's integration with Workday, [contact us](#).

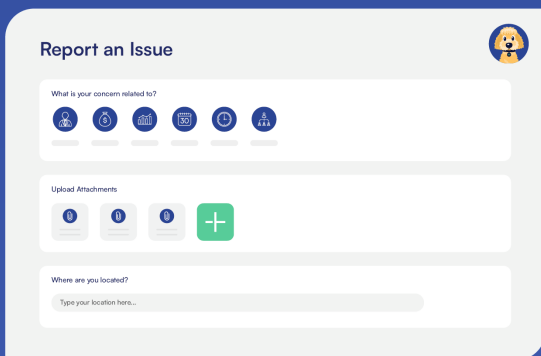
# HRACUITY Platform



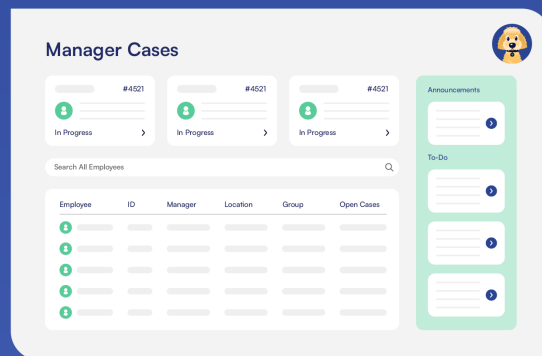
Case Management



Investigations



Speak-up Reporting



Manager Support

## Analytics



RANKED 4.6 / 5 ON G2



## The *Trusted Leader* in HR Case Management and Investigations Technology

Trusted by hundreds of top organizations, HR Acuity is the industry-leading platform for HR case management and investigations from intake through aftercare. Built on best practices and powered by advanced analytics, seamless integrations and defensible AI, HR Acuity helps you manage every issue with clarity and confidence. See it for yourself and [book a demo](#) today.

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