

# Workplace Investigations

## Contributing Editors

*Phil Linnard at Slaughter and May*  
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### **16. If there is a works council or trade union, does it have any right to be informed or involved in the investigation?**



#### Brazil

Author: *Patricia Barboza, Maury Lobo*  
at CGM

No, there is no such right.

Last updated on 14/09/2023



#### Ireland

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at Ogier

This will depend on the agreement with the works council or trade union. The employee who is the respondent to the investigation may have views on their trade union being informed, aside from any agreement, which should be taken into account under GDPR provisions.

Last updated on 11/10/2023



#### Switzerland

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at Bär & Karrer

In general, works councils and trade unions are not very common in Switzerland and there are no statutory rules that would provide a works council or trade union a right to be informed or involved in an ongoing internal investigation. However, respective obligations might be foreseen in an applicable collective bargaining agreement, internal regulations or similar.

Last updated on 15/09/2022

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