

# Workplace Investigations

## Contributing Editors

*Phil Linnard at Slaughter and May*  
*Clare Fletcher at Slaughter and May*

## 05. Can the employee under investigation bring legal action to stop the investigation?

### Finland

Author: *Anu Waaralinna, Mari Mohsen*  
at Roschier

The employee does not have a legal right to stop the investigation. The employer must fulfil its obligation to investigate the alleged misconduct.

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### Nigeria

Author: *Adekunle Obebe*  
at Bloomfield LP

Generally, issues surrounding workplace investigations are usually embedded in either the employee's contract or handbook, which is binding on the employee. Thus, an employee cannot validly bring an action to stop the investigation unless his rights as guaranteed by the Constitution, the Employee's handbook, and other laws such as a right to a fair hearing are violated during the investigation.

Consequently, the employee may apply to the National Industrial Court for an order of interim relief against his or her employer restraining further prejudicial investigation.

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## Contributors

### Finland

Anu Waaralinna

Mari Mohsen  
*Roschier*



Nigeria

Adekunle Obebe  
*Bloomfield LP*

[www.internationalemploymentlawyer.com](http://www.internationalemploymentlawyer.com)