

# Workplace Investigations

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## 19. What if the employee under investigation raises a grievance during the investigation?

### Finland

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If the nature of the grievance relates to the employer's obligations to handle such matters in general, the grievance will be investigated either separately or as a part of the ongoing investigation.

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### Poland

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It depends on the internal policies in force in the organisation. Most often, it constitutes the basis for separate proceedings.

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