

Workplace Investigations

Contributing Editors

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

09. What additional considerations apply when the investigation involves whistleblowing?

Finland

Author: *Anu Waaralinna, Mari Mohsen*
at Roschier

In respect of data protection, the processing of personal data in whistleblowing systems is considered by the Finnish Data Protection Ombudsman (DPO) as requiring a data protection impact assessment (DPIA).

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Vietnam

Author: *Stephen Le, Trang Le*
at Le & Tran Law Corporation

It is up to the employer to determine whether or not to open an investigation after a complaint from a whistleblower. It is very important that the identity of the whistleblower is protected and that the employer also should not reveal the identity of the witness or the source of information, as the sources and witnesses may fear retaliation and feel uncomfortable or hesitant in giving information or raising concerns again.

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Contributors

Finland

Anu Waaralinna
Mari Mohsen
Roschier



Vietnam

Stephen Le

Trang Le

Le & Tran Law Corporation

www.internationalemploymentlawyer.com