

# Workplace Investigations

## Contributing Editors

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## 02. How is a workplace investigation usually commenced?

### Finland

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When the employer becomes aware of possible misconduct, the employer must commence an investigation immediately, in practice within about two weeks. The information may come to the employer's knowledge via, for example, the employer's own observations, from the complainant or their colleagues or an employee representative.

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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?

### Finland

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A works council or a trade union does not have a role in the investigation.

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## Contributors



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