

# Workplace Investigations

## Contributing Editors

*Phil Linnard at Slaughter and May*  
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## 02. How is a workplace investigation usually commenced?

### Finland

Author: *Anu Waaralinna, Mari Mohsen*  
at Roschier

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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## 23. Should the investigation report be shared in full, or just the findings?

### Finland

Author: *Anu Waaralinna, Mari Mohsen*  
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The employee under investigation may only be informed of the conclusions.

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## Contributors

### Finland

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