

# Workplace Investigations

## Contributing Editors

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### **04. Who should conduct a workplace investigation, are there minimum qualifications or criteria that need to be met?**

#### Finland

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at Roschier

The employer must conduct the investigation, but the actual work can be done either by the employer's personnel or by an external investigator, for example, a law firm. Either way, there are no formal criteria for the persons executing the investigation; however, impartiality is required from the person conducting the investigation

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### **15. Does the employee under investigation have a right to be accompanied or have legal representation during the investigation?**

#### Finland

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The employee under investigation has a right to have a support person present (eg, a lawyer or an employee representative) during the hearings and a right to assistance in preparing written statements.

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## Contributors



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