

# Workplace Investigations

## Contributing Editors

*Phil Linnard at Slaughter and May*  
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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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### **27. What legal exposure could the employer face for errors during the investigation?**

#### Finland

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There are no regulations regarding the actual investigation process. Therefore, the employer cannot be accused of procedural errors as such. However, once the matter has been adequately investigated, the employer must decide whether or not misconduct has taken place. If the employer considers that misconduct has taken place, the employer must take adequate measures for remedying the situation. Failure to adequately conduct the investigation could result in criminal sanctions being imposed on the employer as an organisation or the employer's representative, or damages.

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