

# Workplace Investigations

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## 14. When does privilege attach to investigation materials?

### Finland

Author: *Anu Waaralinna, Mari Mohsen*  
at Roschier

The privilege of investigation materials concerns a rather limited amount of cases. In practice, materials may be considered privileged in connection with the litigation process under the Procedural Code (4/1734). For example, communications between a client and an attorney may attract protection against forcible public disclosure.

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## 22. What must the employee under investigation be told about the outcome of an investigation?

### Finland

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The employer's conclusions from the investigation.

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