

# Workplace Investigations

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## 21. How do you handle a parallel criminal and/or regulatory investigation?

### Finland

Author: *Anu Waaralinna, Mari Mohsen*  
at Roschier

Regardless of a possible criminal investigation, the employer must run its internal workplace investigation without unnecessary delay. A workplace investigation and a criminal investigation are two separate processes and can be ongoing simultaneously, so the criminal process does not require the workplace investigation to be stayed. Thus, parallel investigations are to be considered as two separate matters. The police may only obtain evidence or material from the company or employer if strict requirements for equipment searches are met after a request for investigation has been submitted to the police.

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

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The employer's conclusions from the investigation.

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