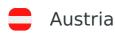
## Workplace Investigations

### **Contributing Editors**

Phil Linnard at Slaughter and May Clare Fletcher at Slaughter and May

# 05. Can the employee under investigation bring legal action to stop the investigation?



Author: *Michaela Gerlach, Sonia Ben Brahim* at GERLACH

If the investigated employee believes that individual measures violate his rights, he or she can defend him or herself against them, but he or she cannot stop the entire investigation.

In principle, the employee has various rights such as access, rectification, erasure and the right to contest the processing of his or her data (articles 12-17 and 21 GDPR). Should these principles be violated, the employee has the right to lodge a complaint with the data protection authority.

Last updated on 29/09/2023

#### 🚹 Switzerland

Author: *Laura Widmer, Sandra Schaffner* at Bär & Karrer

The accused could theoretically request a court to stop the investigation, for instance, by arguing that there is no reason for the investigation and that the investigation infringes the employee's personality rights. However, if the employer can prove that there were grounds for reasonable suspicion and is conducting the investigation properly, it is unlikely that such a request would be successful.

Last updated on 15/09/2022



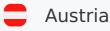
Author: *Elvan Aziz, Gülce Saydam Pehlivan, Emre Kotil, Osman Pepeoğlu* at Paksoy

There is no specific remedy provided under Turkish law to stop the investigation. One may consider

requesting an injunction from a court for this purpose, but it is less likely that such a request would be successful. This is because investigations are often conducted for fact-finding purposes and to obtain an injunction the claimant will need to prove that this fact-finding exercise will pose a great risk and cause irreparable harm to the employee.

Last updated on 15/09/2022

#### Contributors



Michaela Gerlach Sonia Ben Brahim GERLACH



#### Switzerland

Laura Widmer Sandra Schaffner Bär & Karrer



Turkey

Elvan Aziz Gülce Saydam Pehlivan Emre Kotil Osman Pepeoğlu Paksoy

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