

# Workplace Investigations

## Contributing Editors

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

## 09. What additional considerations apply when the investigation involves whistleblowing?

### Austria

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

The provisions of the Whistleblowing Directive must be respected. In Austria, these have been implemented through the Whistleblower Protection Act (HSchG). If the whistleblower or the persons concerned fall within the scope of the Directive, their identity must be protected. Only authorised persons may access the report. Retaliatory measures are invalid or must be reversed. Within a maximum of seven days, the whistleblower must receive a confirmation of his or her complaint. Feedback to the whistleblower must then be provided within a maximum of three months.

Last updated on 29/09/2023

### Philippines

Author: *Rashel Ann C. Pomoy*  
at Villaraza & Angangco

Since there is no specific law that governs whistleblowing, matters that involve whistleblowing will be governed by company policy.

Last updated on 26/01/2023

### Switzerland

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

If an employee complains to his or her superiors about grievances or misconduct in the workplace and is subsequently dismissed, this may constitute an unlawful termination (article 336, Swiss Code of Obligations). However, the prerequisite for this is that the employee behaves in good faith, which is not the

case if he or she is (partly) responsible for the grievance.

Last updated on 15/09/2022

## Contributors



### Austria

Michaela Gerlach  
Sonia Ben Brahim  
*GERLACH*



### Philippines

Rashel Ann C. Pomoy  
*Villaraza & Angangco*



### Switzerland

Laura Widmer  
Sandra Schaffner  
*Bär & Karrer*