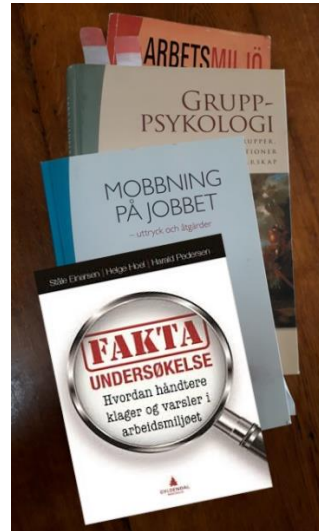


## Enquiries

We investigate reports of bullying between people within organizations. Allowing an independent investigator to carry out the enquiry is something that both researchers and practitioners recommend. This to prevent preconceptions and relationships that can risk affecting objectivity.

We are well acquainted with the Work Environment Act and the Discrimination Act. We use the fact-finding method which has been developed by researcher Stefan Blomberg and Rickard Mårtensson. In short, the investigation goes as follows.

The catalyst for a workplace bullying investigation is usually a complaint from an employee or sometimes a report from the affected employee's partner or family member. If a request for anonymity is made, it should be clearly explained to the complainant that a complaint may not be made on an anonymous basis.



In order to take a complaint, the investigator should meet with the complainant and take comprehensive details of the complaint in the form of a written statement. The investigator would need to seek as much detail as possible of the separate instances of alleged bullying behaviour that make up the broader complaint so that the investigator may: (a) identify whether the complaint relates to workplace bullying and (b) have sufficient detail of the offending instances so that the alleged wrongdoer may be provided with a realistic opportunity to respond.

Once the draft of the victimizer's statement is complete, the victimizer read over a copy of the draft to approve it. Once the complainant's comprehensive account is taken the next step would be to (separately) interview witnesses.

When the drafts are approved by the victimizer and witnesses. The alleged wrongdoer has the possibility to read it before the investigator proceed with interviewing that person. Where a matter is serious and dismissal may result, it is recommended that the alleged wrongdoer be informed of his/her entitlement to have a 'support-person' present. Finally, a report is written in which the investigator makes an analysis and a legal assessment of what has emerged.

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