

An Garda Síochána

Oifig Saorála Fáisnéise,
An Garda Síochána, Teach áth Luimnigh,
Lárionad Gnó Udáras Forbartha Tionscail,
Baile Sheáin, An Uaimh,
Contae na Mí.
C15 ND62



Freedom of Information Office,
An Garda Síochána, Athlumney House,
IDA Business Park,
Johnstown, Navan,
Co Meath.
C15 ND62

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website:

www.garda.ie

Bí linn/Join us



Ríomh-phoist:/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000303-2021 Request Granted

Dear

I refer to your request, dated and received on 1st September, 2021 which you have made under the Freedom of Information Act 2014 (FOI Act) for records held by An Garda Síochána.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency "*insofar as it relates to administrative records relating to human resources, or finance or procurement matters*". Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request sought:

Under the FOI Act 2014, I am seeking the following:

- a spreadsheet/database/record of the number of complaints filed by members of AGS in relation to bullying within the workforce in the period 2017, 2018, 2019, 2020, and thus far in 2021.*
- a breakdown of the above data according to the type of incident involved: e.g. sexual harassment, other types of harassment.*
- a breakdown of the above data according to the gender of the person making the complaint.*
- a breakdown of the above data according to whether the complaint was upheld, withdrawn, resulted in any action.*
- a record outlining the various examples of bullying that were given to HR when a complaint was filled.*

I wish to inform you that I have decided to grant your request on 24th September 2021.

The purpose of this letter is to explain that decision.

1. Findings, particulars and reasons for decision

Upon receipt, your request was forwarded to the Human Resource Management (HRM) Section of An Garda Síochána who have provided records to this Office in response to your request.

Appendices attached provide the details of the records sought in parts 1, 2, 3 and 4 of your Freedom of Information request. Please be advised that the records provided may differ from previous requests due to the reclassification of a complaint or the resolution of a complaint through mediation.

Part 5 of your request seeks “*a record outlining the various examples of bullying that were given to HR when a complaint was filled*”. Identified behaviors extracted from complaints made under An Garda Síochána’s Bullying & Harassment policy include Inappropriate behavior; Threatening behavior; Demeaning behavior; Verbal Abuse; and Victimization.

There are two policies in place to deal with allegations of bullying, harassment and sexual harassment in the workplace within An Garda Síochána.

With regard to Garda members I can advise that the policy — ‘*Working Together to Create A Positive Working Environment*’ applies. This booklet outlines the Policy and Procedures of the Garda Síochána for dealing with bullying, harassment and sexual harassment in the workplace.

In relation to Civilian members The *Dignity at Work— and anti-bullying, harassment and sexual harassment policy for the Irish Civil Service*, issued by the Department Public Expenditure and Reform, is a Civil Service wide policy which is applied to civilian staff working within An Garda Síochána. Both policies are available on the Garda website www.garda.ie

2. Right of Appeal

In the event that you are not happy with this decision, you may seek an Internal Review of the matter by writing to the address below and quoting reference number **FOI-000303-2021**.

Freedom of Information Office, An Garda Síochána, Athlumney House, IDA Business Park, Johnstown, Navan, Co. Meath C15 DR90

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8.

Payment can be made by electronic means, using the following details:

Account Name: An Garda Síochána Imprest Account

Account Number: 30000302

Sort Code: 951599

IBAN: IE28DABA95159930000302

BIC: DABAIE2D

You must ensure that your FOI reference number (FOI-000303-2021) is included in the payment details.

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at www.garda.ie

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact the FOI Office by telephone at (046) 9036350.

Yours sincerely,



ASSISTANT PRINCIPAL

PAUL BASSETT

FREEDOM OF INFORMATION OFFICER

24th SEPTEMBER, 2021.

Appendix 1

BULLYING Breakdown Table	2017	2018	2019	2020	2021
Male Complaints Received	7	9	11	6	7
Forward for Investigation	4	6	7	4	4
Ongoing Investigation Inc. Appeal	0	0	4	2	3
Complaint after Investigation Upheld	0	0	0	0	0
Complaint after Investigation Not Upheld	4	6	3	2	1
Mediation Took Place in Lieu of Investigation	1	1	0	1	3
Withdrawn	0	1	1	0	0
Not Deemed B&H Under the Policy	2	1	3	1	0
Female Complaints Received	10	8	3	10	1
Forward for Investigation	7	7	2	6	0
Ongoing Investigation Inc. Appeal	1	2	0	3	0
Complaint after Investigation Upheld	4	3	1	0	0
Complaint after Investigation Not Upheld	2	2	1	3	0
Mediation Took Place in Lieu of Investigation	0	0	0	2	1
Withdrawn	1	0	1	2	0
Not Deemed B&H Under the Policy	2	1	0	0	0
Total by Year (Complaints Received)	17	17	14	16	8
Total Forward for Investigated	11	13	9	10	4
Total Ongoing Investigation Inc. Appeal	1	2	4	5	3
Total Complaint Upheld	4	3	1	0	0
Total Complaint Not Upheld	6	8	4	5	1
Total Mediation Took Place	1	1	0	3	4
Total Withdrawn	1	1	2	2	0
Total not Deemed B&H under the Policy	4	2	3	1	0

Appendix 2

HARASSMENT Breakdown Table	2017	2018	2019	2020	2021
Male Complaints Received	0	0	0	1	0
Forward for Investigation	0	0	0	1	0
Ongoing Investigation Inc. Appeal	0	0	0	1	0
Complaint after Investigation Upheld	0	0	0	0	0
Complaint after Investigation Not Upheld	0	0	0	0	0
Mediation Took Place in Lieu of Investigation	0	0	0	0	0
Withdrawn	0	0	0	0	0
Not Deemed B&H Under the Policy	0	0	0	0	0
Female Complaints Received	0	0	0	0	0
Forward for Investigation	0	0	0	0	0
Ongoing Investigation	0	0	0	0	0
Complaint after Investigation Upheld	0	0	0	0	0
Complaint after Investigation Not Upheld	0	0	0	0	0
Mediation Took Place in Lieu of Investigation	0	0	0	0	0
Total Withdrawn	0	0	0	0	0
Total Not Deemed B&H Under the Policy	0	0	0	0	0
Total by Year	0	0	0	1	0
Total Forward for Investigated	0	0	0	1	0
Total Ongoing Investigation	0	0	0	1	0
Total Complaint Upheld	0	0	0	0	0
Total Complaint Not Upheld	0	0	0	0	0
Total Mediation Took Place	0	0	0	0	0
Total Withdrawn	0	0	0	0	0
Total not Deemed B&H under the Policy	0	0	0	0	0

Appendix 3

SEXUAL HARASSMENT Breakdown Table	2017	2018	2019	2020	2021
Male Complaints Received	0	0	0	0	0
Forward for Investigation	0	0	0	0	0
Ongoing Investigation Inc. Appeal	0	0	0	0	0
Complaint after Investigation Upheld	0	0	0	0	0
Complaint after Investigation Not Upheld	0	0	0	0	0
Mediation Took Place in Lieu of Investigation	0	0	0	0	0
Withdrawn	0	0	0	0	0
Not Deemed B&H Under the Policy	0	0	0	0	0
Female Complaints Received	0	2	0	1	0
Forward for Investigation	0	1	0	1	0
Ongoing Investigation Inc. Appeal	0	0	0	1	0
Complaint after Investigation Upheld	0	1	0	0	0
Complaint after Investigation Not Upheld	0	0	0	0	0
Mediation Took Place in Lieu of Investigation	0	0	0	0	0
Withdrawn	0	1	0	0	0
Not Deemed B&H Under the Policy	0	0	0	0	0
Total by Year	0	2	0	1	0
Total Forward for Investigated	0	1	0	1	0
Total Ongoing Investigation Inc. Appeal	0	0	0	1	0
Total Complaint Upheld	0	1	0	0	0
Total Complaint Not Upheld	0	0	0	0	0
Total Mediation Took Place	0	0	0	0	0
Total Withdrawn	0	1	0	0	0
Total not Deemed B&H under the Policy	0	0	0	0	0

Appendix 4

	2017	2018	2019	2020	2021
Overall Total for All 3 Behaviours	17	19	14	18	8
Total Forward for Investigated	11	14	9	12	4
Total Ongoing Investigation <i>Inc. Appeal</i>	1	2	4	7	3
Total Complaint Upheld	4	4	1	0	0
Total Complaint Not Upheld	6	8	4	5	1
Total Mediation Took Place	1	1	0	3	4
Total Withdrawn	1	2	2	2	0
Total not Deemed B&H under the Policy	4	2	3	1	0

*** The above data tables are valid from 01/01/2017 to midnight 21/09/2021.**

Please Note: Changes to Figures Supplied Previously for Column Headings can change as the complaint moves through the Process Road Map (i.e. Mediation to Investigation or withdrawn) etc..