

# 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 DR90



Freedom of Information Office  
An Garda Síochána  
Athlumney House  
IDA Business Park  
Johnstown  
Navan  
Co Meath  
C15 DR 90

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website: [www.garda.ie](http://www.garda.ie)

Bí linn/Join us  

Ríomh-phoist:/Email: [foi@garda.ie](mailto:foi@garda.ie)

## Re: Freedom of Information Request FOI-000337-2016 Request Refused

Dear

I refer to the Freedom of Information Act 2014 (FOI Act) and your submission to An Garda Síochána dated 11<sup>th</sup> September, 2016 and received on 13<sup>th</sup> September, 2016.

Your original request has been segregated into three individual requests and this letter refers to parts (c) and (e) of same.

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 is shown below:

- c) *The number of complaints about internal bullying in each of the divisions (Roscommon/Longford & Sligo Leitrim) since January 1, 2015, along with the number of investigations into alleged bullying in the divisions during that time and the number of these complaints that were upheld.*
- e) *The sums of compensation paid to members of the force in each of these divisions for personal injuries sustained while on duty (i) in 2015 and (ii) so far in 2016.*

I note that part e) of your request was withdrawn on 4<sup>th</sup> October, 2016 following discussions with this office.

I wish to inform you that I have decided to refuse your request on 5<sup>th</sup> October, 2016.

The purpose of this letter is to explain that decision.

### 1. Findings, particulars and reasons for decisions to deny access

On receipt of your request, the Human Resources and People Development section were requested to provide records relating to your request.

In relation to part c) of your request, I advise that Human Resources and People Development section advise that they have no records any complaints having been made under the Harassment, Sexual Harassment & Bullying Policy from Roscommon/ Longford or Sligo/Leitrim Divisions since 1 January 2015.

I am therefore refusing this part of your request under section 15(1)(a) of the FOI Act, which is as follows:

*15. (1) A head to whom an FOI request is made may refuse to grant the request where—*

*(a) the record concerned does not exist or cannot be found after all reasonable steps to ascertain its whereabouts have been taken,*

However, I advise that we have received a number of requests seeking details of bullying and harassment complaints on a national basis which may be of interest to you. These decisions are published in the FOI section of An Garda Síochána's website at the following link: <http://www.garda.ie/Controller.aspx?Page=15037&Lang=1> under the Human Resources section.

The following decisions are relevant to your request.

2015 Requests	2016 Requests
FOI-0000028- 2015	FOI-0000116- 2016
FOI-0000090- 2015	FOI-0000211- 2016
FOI-0000152- 2015	

An Garda Síochána expect its officers to behave with the highest standards of integrity and professionalism at all times, and any conduct, which brings or is likely to bring discredit to the organisation will be investigated. The number of complaints received should be placed in context with the overall strength of An Garda Síochána which is approximately 13,000 members.

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

- ***“Working Together To Create A Positive Working Environment”*** is a booklet which *“outlines the Policy and Procedures of the Garda Síochána for dealing with Harassment, Sexual Harassment and Bullying in the Workplace”*. This policy is available on the Garda website at the following link: <http://www.garda.ie/Documents/User/Harassment%20Sexual%20Harrassment%20and%20Bullying%20in%20the%20Workplace.pdf>



- ***“Dignity at Work”*** is a booklet which outlines *“An Anti Bullying, Harassment and Sexual Harassment Policy for the Irish Civil Service”*. This document is also available on the Garda website by following the attached link: <http://www.garda.ie/Documents/User/Dignity%20at%20Work%20Policy.pdf>

Both of these documents emphasise the confidentiality of the information being provided.

## **2. Rights 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-000337-2016**.

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:** Garda Síochána Finance Section Public Bank Account  
**Account Number:** 10026896  
**Sort Code:** 900017  
**IBAN:** IE86B0F190001710026896  
**BIC:** BOFIE2D

**You must ensure that your FOI reference number (FOI-000337-2016) 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](http://www.garda.ie).

Personal details in respect of your request will be removed to protect confidentiality where applicable.

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

Yours sincerely,

 **SUPERINTENDENT**  
**HELEN DEELY**  
**FREEDOM OF INFORMATION OFFICER.**

 **OCTOBER, 2016**