

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 DR90

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-000071-2018 Request Granted

Dear

I refer to your request, dated and received on the 7th February, 2018 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:

I am seeking the release of the number of internal complaints made to the HR Department of AGS over bullying and sexual harassment since 2015, with details of any further action taken and a year by year breakdown of the figure.

Clarified Request 14th February 2018

I can confirm that my request is specifically in relation to Garda members of AGS.

I wish to inform you that I have decided to grant your request on the 16th February, 2018.

The purpose of this letter is to explain that decision.

1. Findings, particulars and reasons for decision

Details of your FOI request were provided to the Human Resource Management (HRM) section of An Garda Síochána. HRM have provided records to this Office in response to your request.

Upon review of the records, I have decided to grant your request and a copy is outlined in the table below. The figures provided refer to complaints made by Garda members against Garda colleagues as requested on 14th February 2018.

Year	No. of bullying complaints received*	No. of Sexual harassment complaints received*	Outcome	Current Status
2015	4	1	1 complaint upheld; 4 complaints not upheld	1 appeal ongoing
2016	3	Nil	1 complaint not upheld - not appealed; 2 investigations ongoing	2 investigations ongoing
2017	9	Nil	1 complaint upheld; 3 complaints not upheld; 1 complaint resolved through mediation; 4 investigations ongoing	4 investigations ongoing; 3 appeals ongoing
2018	Nil	Nil	N/A	N/A

*Figures are correct as of 13.2.18.

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-000071-2018**.

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: IE86BOFI90001710026896

BIC: BOFIE2D

You must ensure that your FOI reference number (FOI-000071-2018) 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 me by telephone at (046) 9036350.

Yours sincerely,


SUPERINTENDENT
SHARON KENNEDY
FREEDOM OF INFORMATION OFFICER

20 FEBRUARY 2018