

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

Bí linn/Join us  

Láithreán Gréasain/Website:
www.garda.ie

Ríomh-phoist:/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000432-2017 Partially Granted

Dear

I refer to your request, dated 2th October and received the 3rd October 2017 which you have made under the Freedom of Information Act 2014 for records held by An Garda Síochána.

Part 1(n) of Schedule 1 of the Freedom of Information Act 2014 states that An Garda Síochána is listed as a partially included agency “*insofar as it relates to administrative records relating to human resources, finance or procurement matters*”. Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request is shown below:-

I am seeking records on how many members of An Garda Síochána have made complaints alleging sexual harassment/discrimination/bullying against other members of An Garda Síochána and/or members of the public in 2015, 2016 and so far in 2017.

I have now made a decision to partially grant your request on 27th October 2017.

The purpose of this letter is to explain my decision.

1. Findings, particulars and reasons for decision

I advise that I am refusing access to the 2015, 2016 records for your entire request under Section 15(1)(d) which states:

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

(d) the information is already in the public domain,

The figures you sought in relation to the number of complaints of bullying, harassment and sexual assault have been subject to a number of previous Freedom of Information requests before. These responses are available in our 2015, 2016 and 2017 Disclosure Log under the headings Human Resource Management or Freedom of Information Office, you will find these by following the link below.

<http://www.garda.ie/Controller.aspx?Page=15037&Lang=1>

The following decisions are relevant to your request:

2015 Requests	2016 Requests	2017 Requests
FOI-0000028-2015	FOI-0000116-2016	FOI-000109-2017
FOI-0000154-2015	FOI-0000211-2016	FOI-000136-2017
FOI-0000053-2015	FOI-0000337-2016	

However, in order to provide a reply to you in its entirety, your request was forwarded to the Human Resources and People Development Section who have provided the following records in respect of the request wherein you sought the statistics for 2017.

Please see table below which outlines the number of complaints of bullying, harassment and sexual harassment up to 30th September 2017.

Year	Total number of complaints	Bullying & Discrimination	Sexual Harassment
2017	7	7	0

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

In relation to Civilian members ‘*The Dignity at Work – an 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.

With regard to Garda members I can advise that a separate policy – ‘*Working Together To Create A Positive Working Environment*’ applies. This booklet outlines the Policy and Procedures of the Garda Síochána for dealing with harassment, sexual harassment and bullying in the workplace. Both policies are available on the Garda website by following the links below

<http://garda.ie/Documents/User/Harassment%20Sexual%20Harrassment%20and%20Bullying%20in%20the%20Workplace.pdf>

<http://garda.ie/Documents/User/Dignity%20at%20Work%20Policy.pdf>

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 on the organisation will be investigated. The number of complaints received should be placed into the context of the overall strength of An Garda Síochána which is approximately 14,000 members, including Reserves.

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-000432-2017**.

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-000432-2017) 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 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,



HELEN DEELY
FREEDOM OF INFORMATION OFFICER.

31ST OCTOBER, 2017