

# 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](http://www.garda.ie)

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

**Mr Gordon Deegan**

## Re: Freedom of Information Request FOI-000109-2017 Granted

*Dear Mr Deegan,*

I refer to your request dated and received on the 14<sup>th</sup> March 2017 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:

- *"The number of bullying/harassment complaints made by Garda force members against colleagues in 2016 and 2015*
- *The outcome in each case and if any compensation was made in each case and if so, how much was paid"*

I wish to inform you that I have decided to grant your request on the 20<sup>th</sup> March 2017.

The purpose of this letter is to explain my decision.

### **1. Findings, particulars and reasons for decision**

The records you sought in relation to the number of complaints of bullying and harassment have been subject to a number of previous Freedom of Information requests

and the responses are available in our 2015 and 2016 Human Resources Disclosure Log, which is available at <http://www.garda.ie/Controller.aspx?Page=15334>.

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-0000154-2015	FOI-0000337-2016
	FOI-000451-2016

Your request was forwarded to the Human Resources and People Development Section who have provided the following records in respect of your request. Please see the table below which outlines the number of complaints of bullying and harassment in year's 2015 and 2016 and the status of these complaints.

YEAR	COMPLAINTS RECEIVED	UPHELD	NOT UPHELD	COMPENSATION	ONGOING
2015	5	1	3	N/A	1
2016	2	N/A	1	N/A	1

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

## 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 **F01-000109-2017**.

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:** IE86BOF190001710026896  
**BIC:** BOFIE2D

**You must ensure that your FOI reference number FOI-000109-2017 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](http://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  
**HELEN DEELY**  
**FREEDOM OF INFORMATION OFFICER.**

**23<sup>TH</sup> MARCH 2017.**