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# White Paper Conference 2023 Anonymous Complaints

Karen Killalea | Partner and Head of Employment  
Maples Group | Dublin

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# Speaker - Karen Killalea

## Partner and Head of Employment Maples Group

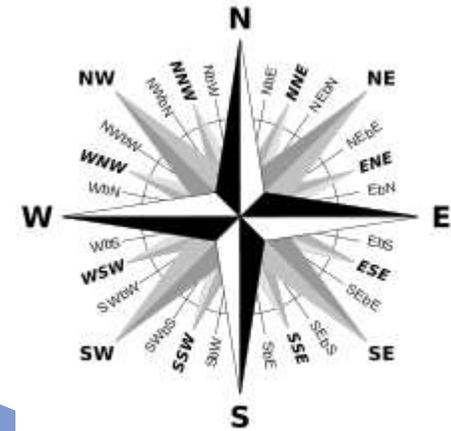


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# Overview

- Anonymous Complaints – The Key questions
- The Key Principles – Balancing Rights
- How do you respond? What happens in practice?
- Regulatory and Criminal Justice Reporting?
- Witness protection
- Practical Tips

# The Questions we need to ask



What do we know about the Complainant?

What is the context of the complaint?

**Do we already have a roadmap to guide us?**

The key guiding principles

# The Key Guiding Principles – Balancing Rights

**Right to know your accuser**

**Right to know the case against you  
and to respond**

**Balancing the rights  
of individuals**

**The right to challenge the evidence  
and cross examine the evidence**

**The right to protection from  
penalization and the right to  
anonymity**

# How do you respond?

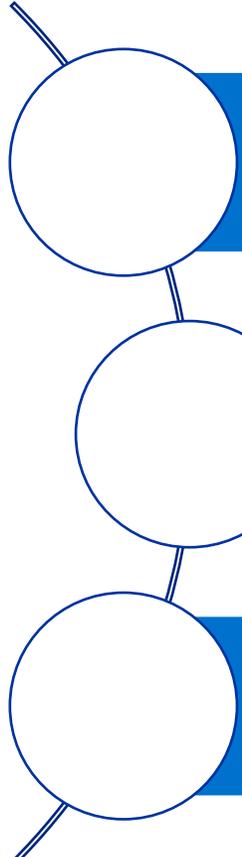
Bullying  
Complaint

Harassment

Protected  
Disclosure

What  
happens in  
Practice?

# Regulatory and Criminal Justice considerations



Are you a regulated business? Are you required to report?

Have the Gardai become involved?

Keep good records and a note of any efforts to preserve anonymity?

# Witness protection

Unfair Dismissals Acts

Employment Equality Acts

Protected Disclosures Acts

Terms of Employment Information Acts

Organisation of Working Time Act

# Practical considerations





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# Questions

# Global Presence

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