

Our Ref: FOI2016-064

Date: May 2016

**Subject: HR policies and complaints**

This request asked for information about SFO policies related to bullying and harassment and related complaints.

Copies of the SFO's Dignity at Work and Grievance policies are available upon request.

Since 2012 seven formal grievances have been raised which referred to bullying behaviour. Of those seven, two complaints were upheld, four resulted in a finding that there was no evidence of bullying/harassment and one was resolved through mediation.