

## **Annex A – FOI-19-3138**

**1. An instance of sexual misconduct was picked up in the internal review. How was this discovery unearthed and why was it not picked up by the normal process?**

As explained in the previous response this particular complaint was, at the request of the complainant, not recorded on HR systems. Therefore a search of HR systems did not discover it.

The recorded information we hold on how this complaint was uncovered is exempt by virtue of Section 40(2). See covering letter.

**2. The internal review seems to have been written on the 5th February 2019, 1 day before its due date. However, it was only provided to me on the 15th February, 9 days after the due date. What is the reason for this delay?**

The file was created and first saved on 5<sup>th</sup> February. Subsequently this file was worked on to ensure that the response was correct.

**3. Is there any recorded information about why or indeed when the ‘victim’ in question asked for this to be left off the register? Was this at the time of the complaint or e.g. after a redundancy package had been agreed?**

The recorded information we hold on the reasons why the complainant did not want this recorded in the normal way is exempt by virtue of Section 40(2).

This complaint was made while the individual was an employee.

**4. How far back do the formal HR records go and what records are held for events/complaints occurring prior to this date?**

We have investigated back to when HS2 Ltd was first established as an organisation.

**5. Can you please confirm that this one isolated incident is the only complaint that HS2 Ltd has a record of and that there are no other incidents that HS2 Ltd has record of that may have been labelled in a more general way in the records?**

This was the only such complaint at the time of the request. Subsequently there has been a complaint which has been recorded on the system with the acceptance of the person involved.