

## **Rights of individuals affected by an administrative enquiry**

Individuals affected by an administrative enquiry in the sense of Art. 25 of the *Loi sur le personnel de la Confédération (LPers)*, Art. 58 of the *Ordonnance du Conseil fédéral sur le personnel du domaine des écoles polytechniques fédérales (OPers-EPFL)* and Arts. 27a to 27j of the *Ordonnance sur l'organisation du gouvernement et de l'administration (OLOGA)*, will have the following rights:

1. that the person leading the administrative enquiry give no grounds for recusal (Art. 27d OLOGA and Art. 10 APA);
2. to inspect all elements concerning them (Art. 27g para. 4 OLOGA, pursuant to Arts. 26 to 28 APA);
3. to state their position (Art. 27g para. 4 OLOGA, pursuant to Arts. 26 to 28 APA);
4. to be heard (Art. 27g para. 5 OLOGA, pursuant to Arts. 29 to 33 APA);
5. to representation or assistance (Art. 27h para. 1 OLOGA);
6. to refuse to give evidence if the disclosure of facts of which they are aware is likely to subject them to criminal or disciplinary proceedings (Art. 27h para. 2 OLOGA);
7. to the protection of their personal data (Art. 27i OLOGA);
8. To be informed of the result of the enquiry (Art. 27j para. 3 OLOGA);