



# Victim of stress or workplace harassment ?

## The CNE is there for you !

You are suffering from stress or burn-out because of work ? You are experiencing moral or sexual harassment, or violence, during your working hours ? The employees are protected by the law against what's been called « psychosocial risks ». We'll present the solutions and possible appeals.

### PSYCHOSOCIAL RISKS

You might be exposed to psychosocial risks at work. It's important to describe them and prevent them.

- Stress is a negative state resulting from a heavy workload.
- Burn-out is a professional exhaustion and demotivation, often caused by a continuous stress.
- Moral harassment is a series of abusive behavior that undermines your integrity and dignity or makes your work environment intimidating or offensive.
- Sexual harassment is a case of moral harassment that has a sexual connotation and requires only one behavior to be punishable.
- Work violence refers to any situation in which you are mentally or physically threatened or assaulted at work.

Those situations can be linked (i.e. : stress leads to burn-out or harassment causes stress).

### PREVENTION ADVISOR AND PERSON OF TRUST

Two people intervene to prevent the harm and to resolve it.

Your prevention advisor develops the psychosocial risks prevention policy with your employer and intervene if you're experiencing a psychosocial risk. This advisor is outside of your company unless the company has at least 50 employees.

Your person of trust will welcome you if you're victim of a psychosocial risk. He will listen to you and answer your demands with the interference and conciliation with other people. This internal function is optional but your CPPT representatives can request one.

### INTERNAL AND EXTERNAL PROCEDURES

If you're experiencing a psychosocial risk, you can use the internal company procedures with the person of trust or the prevention advisor.

If the internal procedure doesn't fix the situation, you will have to, at first, contact the Monitoring of Well-being at Work (in French : Contrôle du Bien-être au Travail) ; an action into court could only be considered thereafter, if the procedure with the Monitoring has failed. If the harassment or work violence is recognized by the judge, the law guarantees you a flat-rate compensation of 3 months of salary paid by the perpetrator. It can rise to six months if the behavior is discriminatory, if the perpetrator is your superior or in case of serious acts. A higher compensation is possible if the suffered damage is greater than those flat-rate amounts.

### Need to contact us ?

Call us on 067 88 91 00

Mondays, Tuesdays and Wednesdays from 9am to 12 pm and Thursday from 1.30pm to 4.30pm.



### Need to meet us ?

Our offices are open at least on Mondays, Tuesdays and Wednesdays from 1.30pm to 4.30pm and on Thursdays from 9am to 12pm.



**Mo-Tu-We 13h30 -16h30/Jé 9h à 12h**

### Need to write to us ?

Single address : [cne.info@acv-csc.be](mailto:cne.info@acv-csc.be)

Our staff will answer as soon as possible.



**[cne.info@acv-csc.be](mailto:cne.info@acv-csc.be)**

Due to the current sanitary conditions, these schedule may change.  
Please contact the local office before you come.

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The content of this publication applies to both men and women.

[www.lacsc.be/cne](http://www.lacsc.be/cne)