

Victim of violence at work? The CNE supports you!

YOU ARE A VICTIM OR WITNESS OF VIOLENCE AT WORK? DON'T HESITATE TO TELL YOUR EMPLOYER OR ANOTHER LINE MANAGER. BUT DON'T FORGET THAT YOU CAN ALSO CALL ON YOUR TRADE UNION DELEGATE FROM THE BEGINNING AND THROUGHOUT THE PROCEDURE, AND THAT YOU CAN COUNT ON THE CNE IN THIS ORDEAL.

There is a specific internal procedure that is available to workers who feel that they are suffering damage as a result of psychosocial risks at work. This procedure contains two types of interventions: informal psychosocial intervention and formal psychosocial intervention.

Both types of intervention are available for violence, moral or sexual harassment at work, but also for all other situations in which psychosocial problems at work are involved (stress, burnout, conflicts, etc.). This internal procedure must be described in the company's work regulations.

IN WHICH CASES?

- If you have an interpersonal problem (conflict, harassment...) with a colleague, a member of the hierarchy, a client, a third party...
- When there is no one person directly involved, for example when it comes to stress or burnout, it is the organisation of work that can be a problem.

HOW TO DO IT?

By contacting either the trusted person or the psychosocial prevention adviser. This choice can be made on the basis of affinity and trust with one of these people or their geographical proximity.

It must be possible to consult the trusted person or the psychosocial prevention adviser during working hours. If the usual organisation of working hours does not allow this, the consultation may also take place outside working hours, provided that a collective agreement or the work regulations so provide. In this case, the time spent on the consultation is considered as working time.

The travel expenses are also borne by the employer, regardless of when the consultation takes place (during working hours, during sick leave, etc.). If you want to make use of this right, you must inform the employer of your approach to the prevention adviser or the trusted person.

Need to contact us? Call us on 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9am to 12pm and Thursdays from 1:30pm to 4:30pm.
Need to meet us? Our secretariats are open on Mondays, Tuesdays and Wednesdays from 1.30 to 4.30 pm and Thursdays from 9 am to 12 pm.
Need to write to us? Just one address: cne.info@acv-csc.be

The content of this publication is intended for both men and women
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