

# You are a victim of stress or harassment at work? The CNE supports you

**■ YOU ARE SUFFERING FROM STRESS OR BURN-OUT BECAUSE OF WORK? YOU ARE BEING SUBJECTED TO MORAL OR SEXUAL HARASSMENT OR VIOLENCE DURING YOUR WORKING HOURS? THE LAW PROTECTS EMPLOYEES AGAINST WHAT IT CALLS "PSYCHOSOCIAL RISKS". THE CNE EXPLAINS THE SOLUTIONS AND REMEDIES AVAILABLE TO YOU.**

## PSYCHOSOCIAL RISKS

You may be exposed to psychosocial risks at work. It is important to describe them in order to identify and prevent them.

- **Stress** is a negative state resulting from an excessive workload.
- **Burn-out** is a state of professional exhaustion and demotivation, often resulting from permanent stress.
- **Bullying** is a pattern of abusive behaviour that violates your integrity and dignity or makes your working environment intimidating or offensive.
- **Sexual harassment** is a case of moral harassment that has a sexual connotation and requires only one behaviour to be punishable.
- **Workplace violence** is when you are threatened or physically attacked at work.

These situations can be linked (e.g. stress causes burn-out, harassment causes stress).

## PREVENTION ADVISOR AND TRUSTED PERSON

Two people intervene to prevent and remedy the problem.

Your prevention adviser works with your employer to draw up a psychosocial risk prevention policy and intervenes if you are experiencing a psychosocial risk. This adviser is external to your company, unless your company has at least 50 employees.

Your trusted person welcomes you if you are a victim of psychosocial risk. He or she listens to you and responds to your requests by intervening and conciliating with other people. This internal function is optional, but your staff representatives on the Committee for Prevention and Protection at Work (CPPT) may require it.

## INTERNAL AND EXTERNAL PROCEDURES

If you are experiencing a psychosocial risk, you can turn to the company's internal procedures with the trusted person or the prevention adviser.

If the internal procedure is unsuccessful, you should first turn to the Workplace Well-being Monitor; legal action could only be considered afterwards, if the Monitor's intervention fails. In the event of harassment or violence at work recognised by the judge, the law guarantees you a lump-sum compensation of three months' salary at the expense of the perpetrator. This increases to six months if the behaviour is discriminatory, if the perpetrator is your superior or if the facts are serious. Higher compensation is possible if the damage suffered is greater than these lump sums.

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

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