

Request for political concertation on the draft decision on the prevention of and fight against psychological and sexual harassment

The 5 categories of behaviour that constitute harassment

1. Self-expression and communication effects
2. Self contacts effects
3. Social reputation effects
4. Occupational situation effects and quality of life
5. Health effects

The 45 mobbing behaviours

1. Self-expression and communication effects:

- Your superior restricts the opportunity for you to express yourself.
- You are constantly interrupted.
- Colleagues restrict your opportunity to express yourself.
- You are yelled at and loudly scolded.
- Your work is constantly criticized.
- There is constant criticism about your personal life.
- You are terrorized on the telephone.
- Oral threats are made.
- Written threats are sent.
- Contact is denied through looks or gestures.
- Contact is denied through innuendo.

2. Self contacts effects:

- People do not speak with you anymore.
- You cannot talk to anyone; access to others is denied.
- You are relocated to another room far away from colleagues.
- Colleagues are forbidden to talk with you.
- You are treated as if you are invisible.

3. Social reputation effects:

- People talk badly about you behind your back.
- Unfounded rumors about you are circulated.
- You are ridiculed.
- You are treated as if you are mentally ill.

- You are forced to undergo a psychiatric evaluation.
- Your handicap is ridiculed.
- People imitate your gestures, walk, or voice to ridicule you.
- Your political or religious beliefs are ridiculed.
- Your private life is ridiculed.
- Your nationality is ridiculed.
- You are forced to do a job that affects your self-esteem.
- Your efforts are judged in a wrong and demeaning way.
- Your decisions are always questioned.
- You are called by demeaning names.
- Sexual innuendoes are present.

4. Occupational situation effects and quality of life:

- There are no special tasks for you.
- Supervisors take away assignments so that you cannot invent new tasks to do.
- You are given meaningless jobs to carry out.
- You are given jobs that are below your qualifications.
- You are continually given new tasks.
- You are given tasks that affect your self-esteem.
- You are given tasks that are way beyond your qualifications in order to discredit you.

5. Health effects:

- You are forced to do a physically strenuous job.
- Threats of physical violence are made.
- Light violence is used to threaten you.
- Physical abuse is present.
- Causing general damages that create financial costs to you.
- Damaging your workplace or home.
- Outright sexual harassment is present.