

I have several questions,
who can I contact?

The law protects the victims

Article L.246-4 of the Labour Code sets out the protection for victims of harassment in the workplace. Thus, an employee may not be the subject of reprisals for having been the victim of acts relating to psychological harassment.

Any disposition or act that is contrary to this, and in particular any dismissal in violation of these dispositions, is automatically null and void.

Useful external contacts:

Mobbing asbl

Labour unions

Lawyers

ITM (Labour and Mines Inspectorate)

Mediators and Mediation Centers

Doctors and occupational physicians

Mobbing:
I am a **victim**,
what can I do?

 **Mobbing**asbl

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LE GOUVERNEMENT
DU GRAND-DUCHÉ DE LUXEMBOURG
Ministère du Travail, de l'Emploi et
de l'Économie sociale et solidaire

 **Mobbing**asbl

How can I take action as a victim?

Mobbing

Art. L. 246-2.

“Moral harassment in the context of employment relations within the meaning of this chapter is any conduct which, by its repetition or systematic nature, undermines the dignity or psychological or physical integrity of a person.

Within the meaning of the first paragraph, business trips, professional training and communications related to or arising from work by any means whatsoever, even outside normal working hours, are an integral part of the performance of work.”

Identify :

- analyse the situation carefully: check your perception by looking at the facts and not just your emotions or personal perceptions/suspicious;
- thematizing the types of damage (communication, quality of professional life, reputation, social relations, health, etc.) can help you develop strategies for dealing with them.

Resist:

avoid isolation, have witnesses, write a chronological report of the facts, create a physical and mental balance by avoiding overload in your private life, develop new perspectives.

Taking action:

talk to the harasser at an early stage, talk to the superior/internal contact person/staff delegation , initiate and follow the internal procedure.

If necessary, seek external professional help:

mediators, trade unions, doctors, psychologists, Mobbing asbl.

File a complaint:

contact ITM or a lawyer.

WHAT NOT TO DO :

- conduct an internal investigation or take on the role of a lawyer; or make false accusations based on your emotions alone and not on concrete facts.
- ignore the situation and the impact on your health (mental and physical) or, on the contrary, become a harasser yourself.