

## Harassment: New negotiations...

Luxembourg, 26/09/2019

Harassment is a serious attack on the person, the services and the institution, and the Union Syndicale Fédérale Luxembourg is fighting against this scourge. Over time, we have produced documents available at:

<https://www.unionsyndicale.eu/en/files/harassment/>

For the Union Syndicale Fédérale Luxembourg, combating harassment must focus on prevention:

- Being attentive to the precursor signs,
- Ensure that people understand the consequences of harassment
- Encouraging solidarity among members of staff,
- To put organisations in a position to fulfil their responsibilities,
- Ensure implementation of the Ombudsman's recommendations.

However, this preventive approach should not ignore the necessary disciplinary approach when cases arise. The institution must also not forget the protection of victims, the recovery of their personal and occupational balance and the implementation of mechanisms to avoid the repetition of the facts.

The Commission presented to the trade unions a new draft regulation against harassment. For Union Syndicale Fédérale Luxembourg, the project currently under discussion has major shortcomings. Indeed, the text has an old approach which clearly aims to strengthen the protection of the Institution more than its staff. Union Syndicale Fédérale Luxembourg will propose a thorough revision of this text at the conciliation meetings. It will focus mainly on preventive actions; of course, respecting all involved persons.

The USF will keep you informed of developments in this project and will continue to combat harassment on a daily basis.

**Contacting USF Luxembourg is not just contacting an Union; it's having access to expertise, a follow up, a daily availability**

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