
**COLLECTIVE AGREEMENT ON
THE PREVENTION AND RESOLUTION OF HARASSMENT-
RELATED GRIEVANCES**
between the International Labour Office
(hereinafter referred to as "the Office")
and the ILO Staff Union
(hereinafter referred to as "the Union")

Preamble

The purpose of this Collective Agreement (hereinafter referred to as "this Agreement") is to establish a progressive, partnership-based approach between the Office and the Union (the Parties) to the prevention and rapid resolution of grievances concerning all forms of harassment (in particular mobbing/bullying and sexual harassment), in accordance with due process, fair procedures and natural justice, having regard to relevant international labour standards and the ILO Declaration on Fundamental Principles and Rights at Work.

This Agreement has been concluded pursuant to both the Recognition and Procedural Agreement dated 27 March 2000 and to the Collective Agreement on a Procedure for the Resolution of Grievances dated 13 September 2000.

The Parties recognise that this Agreement represents an improvement on existing preventive and remedial structures and processes. All substantive entitlements of staff members and other protected persons shall remain intact, except where this Agreement states otherwise.

Article 1
Guiding principles

1.1 Every person has the right to be treated with courtesy, respect and dignity. Consistent with this right, the Office acknowledges that measures need to be taken to ensure that all staff members enjoy equality of opportunity and treatment. The Parties recognise that all forms of harassment are not only an affront to equitable treatment but also a serious form of misconduct that will not be tolerated. Consequently the Parties are committed to ensuring a working environment which is free of all forms of harassment.

1.2 Behaviour of this type causes harm to the mental or physical health and well-being of individuals. It also undermines the objectives and work of the ILO and damages the reputation of the Organization. Accordingly, the Parties agree that anyone who believes that s/he has been subjected to harassment should have a right of redress.

1.3 The Office guarantees the right to invoke the procedures provided for in this Agreement without fear of intimidation, victimization,

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