

Circular No. 2019-9 of 30 August 2019 of the Labour Direction concerning the fight against harassment and violence at work

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Reminders of the *Direction du travail* concerning the regime introduced by Act No. 1.457 of 12 December 2017 on harassment and violence at work, which "*supplements the existing legislative and jurisprudential framework in the Principality*" (fight against harassment, sexual blackmail, violence at work).

Persons concerned:

- Employers in the private sector (regardless of their sector of activity and number of employees) and in the public sector.
- Employees and trainees in the private and public sectors.

Employer's obligations:

- Implementation of procedures (prevention, identification, cessation of prohibited acts).
- Appointment of a mandatory referent (collection of the alert) for the private sector employer with more than 10 employees, for employers governed by public law, companies operating a State monopoly.

Protection of the employee reporting the facts.

Protection of the referent.

Sanctions and jurisdiction of the Labour Court (*Tribunal du travail*).