

Article 1.12 Undesirable behavior

1. In order to promote well-being in the working environment, the parties wish to eliminate undesirable behaviour, including (sexual) harassment, aggression, violence and discrimination.
2. The employer must appoint a counsellor whose task it is to offer initial assistance to those who have been confronted with undesirable behaviour and to offer initial assistance with regard to complaints pertaining to acts in violation of the Equal Treatment Act.
3. In order to prevent and combat the forms of undesirable behaviour referred to above, the employer shall draw up a code of conduct.
4. The parties have made recommendations to the local employees' organisations of the institutions regarding the implementation of this code.