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Psychological Harassment in the Workplace: What's New?

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Author

Nicolas Joubert

Partner, Lawyer

Since June 1, 2004, the Labour Standards Act (hereinafter the "L.S.A.") requires employers to provide a work environment free from psychological harassment. Thus, employers must, as a first step, take reasonable measures to prevent psychological harassment and then, whenever they become aware of such behaviour, put a stop to it. These duties imposed on employers are obligations "of means" as opposed to obligations "of result".

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