

IJC Harassment Prevention Protocol and Complaint Channel

Workplace harassment or **mobbing** is any repeated and prolonged conduct in the work environment that seeks to humiliate, intimidate, isolate and/or harm a person, affecting his or her dignity, health and/or working conditions.

1



Get informed

Get to know the IJC Harassment Prevention Protocol



2



Communicate it

Use our Complaint Channel
100% anonymous



3



Trust the response

Phase 1: Accompaniment and counseling

Phase 2: Investigation



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