

# NEWSLETTER SEPTEMBER 6, 2022

## PROTECT YOURSELF!

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Dear Members,

Yes, we know, you have had more than one training on Psychological Harassment, you know it very well and in any case, you don't do any harassment...it's true, we're convinced of it, but that doesn't put you at all safe from a complaint against you.

APER has observed over the past few years that the "union" strategy and/or employees who sense disciplinary action is coming, will file a complaint against you according to your employer's policy...which covers much more than psychological harassment and /or sexual harassment. We have had to support a **staggering number of managers** who have received complaints from employees against them. It can involve the suspension with pay of the manager, an investigation process by the employer and/or an external firm and this investigation can last months... if not, years (we have a file whose investigation took 2 years !) It's **PAINFUL** for all the managers we have accompanied...even if 99% of the complaints were rejected! **ALL the managers** we have accompanied deeply believed that they would never have a complaint against them. **Remember: wolves are not vegetarians!**

This training was made for you in order to prevent complaints in the fragile context that we know. Be informed and warned, it is the best protection. Watch the capsules as soon as possible, **advice from your APER lawyer!!**

**ENGLISH – Harassment, diversity and inclusion: management challenges within your reach!**  
<https://aper.qc.ca/en/harcelement-diversite-et-inclusion/>

Or you can click on this image:



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