

CHARTER

FOR PREVENTION AND MANAGEMENT OF WORKPLACE CONFLICT

The firms and organizations subscribing to this charter acknowledge the following:

- As employers, they have the legal obligation to protect the physical and psychological health of their employees in work relationships.
- Accordingly, they are required to promote a harmonious working atmosphere, to prevent workplace conflicts and, when necessary, to resolve conflicts amicably, rather than through legal channels.

They declare their intention to:

1. provide employees involved in a workplace conflict with the possibility of calling on a person outside the firm, appointed by the Canton of Vaud Chamber of Commerce and Industry (CVCI), to obtain advice or support, or to implement mediation procedure to find solutions to the problems raised ;
2. inform the employees of the existence of an external procedure for finding an amicable solution to workplace conflicts, that this procedure has been implemented for them and to regularly remind them of its existence and its content so that all staff are acquainted with it;
3. encourage the employees to use the aforesaid procedure;
4. promote the implementation and development of mediation, especially by asking the adjournment of any litigation procedures during mediation;
5. include mediation clauses in employment contracts, each time that it is possible and desirable;
6. bring this charter to the knowledge of the lawyers who usually assist and counsel them;
7. encourage meetings with other signatories of this charter in order to share experience and improve practices in amicable resolution of workplace conflicts ;
8. ensure advertising of their subscription to this charter by all appropriate means (for example on their websites) and give permission to the CVCI to publish and inform the general public of the fact that they have subscribed to this charter.

They also agree to:

- pay an annual membership fee of 500 Swiss francs (250 Swiss francs for members of the Chamber of Commerce and Industry) to the Department of Workplace Conflict Management set up by the Chamber of Commerce,
- pay the registration fees of 300 Swiss francs (150 Swiss francs for CCI members) per case, and
- pay the fees of the confidential adviser/mediator at an hourly rate of 250 Swiss francs, with a limit of three hours per case.

Signature of the firm's representative:
