



Moral and sexual harassment at work,

Isabelle Hornecker's book has just been published by Éditions AFNOR

The birth of harassment in the world of work is not new and the Covid-19 crisis has undoubtedly not helped matters, harassment always adapting to new forms of work and therefore to teleworking. However, the fight against moral and sexual harassment in French companies only has a recent history... Isabelle Hornecker proposes here a psycho-legal approach to understand, react and prevent these forms of invisible violence, with deleterious effects for the victims but also organizations.

This work is designed as a guide for use by HR professionals, managers, staff representatives, occupational physicians or any other actor involved in the prevention of psycho-social risks.

The first part provides a complete overview of harassment in all its forms, with supporting figures and studies. By exhaustively listing the criteria and conditions of emergence (profiles of victims and harassers but also organizational factors), it makes it possible to understand hostile behavior, the psychological mechanisms at work in harassment and their multiple impacts. .

The second part gives keys to preventing harassment. The author offers concrete tools and processes to react to situations of harassment and put an end to harassing practices, but also to build a preventive policy, by acting on the conditions in which internal violence occurs.

Definitions, basic notions, figures, studies... nothing is missing! Everything is scrutinized by a psycho-legal but always educational analysis. Numerous tables, diagrams and other models or standard documents also illustrate each chapter in detail.

A complete and essential book which analyzes, deciphers and provides solutions for a preventive policy to put an end to the unacceptable!

The author

Occupational psychologist, holder of a Master's degree in Human Resources (EM Strasbourg) and *coach* certified (ICN Nancy), **Isabelle Hornecker** created the Ethica RH firm in 2015. Drawing on around twenty years of operational experience in HR management, she supports companies in their efforts to promote quality of life at work through consulting actions, training, *coaching* and psychological support.

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