

**Number of ECTS credits :** 2

**Course language :** Anglais

**Course leader :** AUDRAN-LY Anne

## ≡ COURSE DESCRIPTION

The purpose of this course is to give students an introduction to the various legal aspects of managerial risks in the workplace (e.g. bullying, sexual harassment, burnout, sexism, accommodating employees' religious beliefs and practices, personal / professional life interaction). Generally speaking, companies find it difficult to manage these risky situations as they do not know how to deal with them, prevent them and, where appropriate, take disciplinary actions against those who are in breach of the law. These situations cannot be ignored because they may negatively and significantly impact employee relationships in the workplace. During the different sessions of this course, we will address related key concepts (e.g. employer's obligation to protect employees' mental and physical health, prevention of occupational risks, discrimination, harassment) and see how to identify and react from a legal standpoint in case of occurrence of sensitive managerial situations.

## ≡ COURSE OBJECTIVES

- Dealing with key concepts related to the legal aspects of managerial risks and any underlying issues for businesses and employees (obligation to preserve employees' health, freedom of speech, non-discrimination principle, gender equality, religious freedom, diversity in the workplace ...)
- Setting up good management practices in labor relations and implementing them
- Understanding the role dedicated by the law to management and employees' representatives regarding the obligation to have a policy dealing with quality of life at work
- Understanding employer's rights and obligations: work organization management, disciplinary prerogatives.

After taking this course, students will be able to:

- Determine the causes and the main indicators of managerial psychosocial risks
- Identify managerial behaviors at risk
- Determine the most appropriate responses from a management perspective in case of the occurrence of psychosocial risks in the workplace
- Handle diversity-related issues in the workplace
- Implement a company's plan against the occurrence of psychosocial risks at work

## ≡ LEARNING GOALS

**LG05 - Action :** Evaluate, prevent and manage short, medium and long-term risks

## ≡ TACKLED CONCEPTS

- Discrimination
- Freedom of speech
- Obligation to protect employees' health in the workplace
- Managing psychosocial risks
- Diversity in the workplace
- Employer's disciplinary prerogatives

## ≡ LEARNING METHODS

- Scenarii and case studies
- Discussions et interaction with the group
- Review of key legal concepts
- The course will take place in the form of a seminar
- Delivery of a practical and detailed paper

## ≡ ASSIGNMENTS

Course preparation, active participation during the course and attending final exam

## ≡ BIBLIOGRAPHY

- Guide des risques psychosociaux en entreprise, Caroline Moyat-Ayçoberry, Editeur : Gereso Edition (4ème ed)
- Le harcèlement moral, Dr. Marie-France Hirigoyen, Editions Que sais-je n° 3995
- Le guide du fait religieux <http://travail-emploi.gouv.fr/droit-du-travail/relations-au-travail/pouvoir-de-direction/guide-du-fait-religieux-dans-les-entreprises-privées/>
- Rapport annuel de l'Observatoire de la laïcité <http://www.gouvernement.fr/rapport-annuel-de-l-observatoire-de-la-laicite-2016-2017-et-sa-synthese>

## ≡ EVALUATION METHODS

## ≡ SESSIONS

**1**

### **Managing psychosocial risks in the workplace**

LECTURE : 03h00

- Mental health at work: what is the issue?
- What are the main factors in the occurrence of psychosocial risks in a business organization?
- How to implement a policy against psychosocial risks in the workplace?

**2**

### **Managing discriminations in the workplace**

LECTURE : 03h00

- Identifying discrimination cases: discriminations based on an individual's status vs. discrimination based on the exercise of civil rights
- Managing company's legal exposure in case of discrimination in the workplace

The key role of social dialogue to fight against discriminations

**3**

### **Managing bullying and sexual harassment in the workplace**

LECTURE : 03h00

- Defining et diagnosing bullying and sexual harassment
- Steps to be taken in case an employee files a harassment claim
- How to react to prevent bullying and sexual harassment?
- Professional and personal life: where is the right balance?

## 4

### Managing sexism in the workplace

LECTURE : 03h00

---

- What is sexism: a concept with its own specificities
  - Dealing with sexism cases: « hostile sexism », « ambivalent sexism » and « friendly sexism »
  - Specific tools against sexism
- 

## 5

### Religion in the workplace

LECTURE : 03h00

---

- Using properly the legal concepts: principle of secularism, principle of neutrality, freedom of conscience, freedom to manifest religious beliefs ...
  - How to behave to cope with the rise of workplace accommodation claims
  - What are the management's responses to avoid business disruption?
-