

Based on Article 7, paragraph 1, and Article 37 of the Law on Prevention of abuse on work and in connection with work (Official Gazette of the RS No. 36/10) and Articles 4 and 5 of the Rulebook on Rules for behavior of employer and employees in connection with prevention and by prohibition performing of abuse (Official Gazette of the RS No. 62/2010),

Employer Quantum Proing doo Belgrade, Milutina Milankovića 25B/64, sends to all employees

NOTIFICATION

about the ban on performing abuse and sexual harassment on work and
abuse of rights on protection against that behavior - mobbing

1. Abuse is prohibited on work and in connection with work (hereinafter referred to as: abuse), sexually harassment, abuse of rights on protection from abuse and sexual harassment. Prohibition of abuse and sexual harassment also applies on employer, or responsible person at employer.
2. Abuse is defined as active or passive behavior toward employee, group of employees or to any another person or group of persons who participates in the work provided by the employer which aims to injury of dignity, reputation, personal and professional integrity, health, position of employee and which causes fear or creates hostile, humiliating or offensive environment, worsens working conditions or leads to employees isolation or state that on employees own initiative break up working relationship or cancel employment contract or other contract, as and encouragement on such behavior.
3. Sexual harassment is defined as any verbal, nonverbal or physical behavior which aims to or represents injury of dignity in the sphere of sexual life, and which causes fear or creates hostile, humiliating or offensively environment.
4. Abuse of rights on protection from abuse, or sexual harassment is being done by person who is aware or had to be aware that there are no established reasons for starting protection procedure from abuse, or sexual harassment and initiate start of that procedure with the aim to obtain material or intangible benefit or inflict damage to another person.
5. Behaviors listed in point. 2. to 4. of this document represent disrespect of work discipline, or injury working duties, for which law prescribed measures (warning, removal from work without compensation for 30 days, permanent move to another working environment, cessation working relationship or another contractual relationship and other measures determined by the Labor Law).
6. Protection from abuse and sexual harassment is achieved by the employer in process of mediation or in the process of determination of responsibilities of employee who is accused of abuse at employer's and before the authorities.
Employee who considers or suspect of being exposed to abuse or sexual harassment, before addressing the court of law is obliged to address the competent persons at employer's for protection against such behavior. Request for protection from abuse at

employer's can be submitted within six months from the day the behavior which represents abuse has been executed.

Exceptionally, an employee who believes that he/she is exposed to abuse from employer, can directly turn to the court of law for protection from such behavior.

7. The employer must make available information to all employees about persons who are authorized to initiate protection procedure from abuse, persons to whom request for protection from abuse is to be submitted and person who can be to include in the procedure protection from abuse.
8. Not considered as abuse nor can it start procedure for protection against abuse in following cases:
 - a. denials and disabling of rights established by law, general act and by employment contract whose protection is realized in the process at employer and before the authorities by court (non-payment) earnings, determination of overtime work opposite to law, denial rights on daily, weekly and annual vacation etc.);
 - b. justified and prescribed work discipline that is in service of better work organisation;
 - c. undertaking activities which are justified for realization of health and safety on work;
 - d. discriminatory behavior which is sanctioned by law;
 - e. occasional differences of opinion, problems and conflicts in performing work tasks, except if the same are intend to harm or intentionally insults employee etc.
9. By the Law on Prohibition of abuse on work published in Sl. RS Gazette no. 36/2010 and By the Rules of Procedure behavior employer and employees in connection with prevention and by prohibition performing of abuse, which was published in Sl. RS Gazette no. 62/2010, confirmed are rights, obligations and responsibilities of employer and employees in connection with prevention and protection from abuse and sexual harassment, possible apparent shapes of abuse and sexual harassment, procedures for realization rights on protection from abuse and sexual harassment and sanctions for this kind of behavior and abuse rights on protection.



Stefan Milićević, director
Belgrade, Serbia, 01.04.2020.