

Chapter 4 - Disciplinary practices, harassment and abuse

Key point

- Disciplinary practices
- Harassment
- Abuse

The purpose of the ILO Convention no. 111, article 1 (1) (a) is the elimination of all discrimination in employment and occupation through the progressive development of equality of opportunity and treatment in law and practice.

“All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.” - Universal Declaration of Human Rights, Article 1, 1948.

Disciplinary practices, harassment and abuse

According to [the Universal Declaration of Human Rights](#) :

- **Article 4 :**

“No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

- **Article 5 :**

“No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.”

- **Article 9 :**

“No one shall be subjected to arbitrary arrest, detention or exile.”

- Absence of forms of harassment, mental, physical and/or verbal abuse, corporal punishment and disciplinary practices.



About the harassment:

- Actions constituting harassment may be physical, verbal or non-verbal that creates an intimidating, hostile or humiliating. — **ILO Convention No. 111, Article 1 (1) (a).**
- [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)