

# Chapter 4 - Disciplinary practices, harassment and abuse

## Key point

- Disciplinary practices
- Harassment
- Abuse

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*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.*

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*“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.*

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## 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 \(No. 111\)](#)