

Newsletter



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Avocats • Lawyers

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More than ever, your employees must weigh their words

The recent tragic events in Paris have triggered a lot of discussion. It is therefore not unlikely that your employees would discuss those events and express their thoughts or opinions before third parties — including your customers. Certain basic rules still apply, notwithstanding the highly charged emotional context:

- To avoid any unpleasant situation, inform your employees that they should abstain from commenting these events, or at least only express objective comments, free from any accusation;
- Remind your employees that any potentially offending comment or statement made before a customer, raising issues such as the race, skin colour, religion, ethnicity or national origin of the customer or any other person could carry sanctions, up to and including dismissal.

In such cases, the Commission des droits et liberté de la personne will not hesitate to hold the employer accountable before the Tribunal des droits de la personne for the inappropriate behaviour and speech of its employees.

Don't become a joint and several party to your employees' emotional reactions.



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