COMPLIANCE TRACKER
Policy structure, disciplinary measures and examples of inappropriate behavior

POLICIES AND REGULATIONS

- Risk inventory and evaluation (RI&E)
- Working conditions policy
- Data privacy policy
- Health and safety officer
- Whistleblowing policy as of 50 employees
- Sickness absence policy
- Code of conduct
- Complaints procedure
- Compliance with the Act on a More Balanced Ratio of Men and Women
- Confidential adviser
- Diversity policy
- Aftercare procedure for complainant and complainant
- Education and training of management and employees
- Employee satisfaction survey

DISCIPLINARY MEASURES

- Summary dismissal
- Court dissolution
- Suspension without continued payment
- Suspension with continued payment
- Demotion
- Bonus repercussion
- Personal improvement plan
- Penalty
- Warning letter
- Coaching

RECENT CASE LAW EXAMPLES

- Forcing a kiss (Rb. Midden-Nederland 15 September 2021, ECLI:NL:RBMNE:2021:44915)
- Naked recreation of captain and asking for massages of subordinate (Rb. Rotterdam 15 September 2021, ECLI:NL:RBROT:2021:96460)
- Inappropriate sexual comments (Hof ’s-Hertogenbosch 17 February 2022, ECLI:NL:GHSH:2022:497)
- Verbal attacks (Rb. Gelderland 1 September 2021, ECLI:NL:RBGEL:2021:471)
- Filing incorrect complaints (Rb. Rotterdam 11 November 2021, ECLI:NL:RBDHA:2021:49)

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This matrix should not be regarded as an exhaustive statement of the legal position on the topic in the jurisdiction covered and is for reference purposes only. Legislation and case law is subject to specific circumstances of a case. If you wish to use the content of this matrix for legal purposes, please do not hesitate to reach out to Baker McKenzie Amsterdam to confirm the case law and specifics. Any applicable collective labour agreement may provide for rules and regulations as well.