

Workplace violence

Abstract

Herein presented thesis addresses the problem of workplace violence. The thesis focuses on physical and mental violence, with particular emphasis on bullying (mobbing). The thesis is divided into six main chapters. The aim of the first two chapters is to explain the nature of workplace violence, to draw attention to the danger of this pathological phenomenon and to point out the fact that workplace violence can be successfully prevented. The main objective of the thesis is to present, analyze and critically evaluate the existing legal means of protection against workplace violence.

In the introductory chapters, the author presents and puts into context the results of national and foreign psychological research on the matter. Research findings suggest that bullying in the workplace could affect approximately one-fifth of Czech employees. The severity of the consequences of bullying can be fully comparable with PTSD from rape or war experiences. Current research suggests that harassment at work can be successfully prevented by creating safe work environment and working conditions.

In the key chapters of the thesis, the author presents and analyzes the relevant legislation. Attention is paid to protection under anti-discrimination law, labor law and civil law. The author deals with means of *ex ante* protection and *ex post* protection. The emphasis is also placed on the analysis of the claims of victims of violence. The author concludes that the applicable legislation provides victims with only partial and practically ineffective protection. There is no applicable legislation that prohibits workplace violence and provides a solution.

In the final chapter, the author proposes a change in the way victims are compensated, better procedural protection of victims and the adoption of a conceptual regulation of workplace bullying. The author's thoughts are inspired by French legislation.