



**PROCLAMAZIONE D'INTESA**  
(DECLARATION OF AGREEMENT)

for the constitution of an integrated document concerning the prevention of harassment  
at workplaces.

The 14th, month of September, year 2007

BETWEEN

***Municipality of Trieste***

AND

***Local private and public Actors***

“A.S.S. n. 1 Triestina”- S.C.P.S.A.L. [Local Agency for Health Services – Complex  
structure of prevention and safety in the workplace]

“I.N.A.I.L. sede Provinciale di Trieste” [National Institute for the Insurance of Work  
Accidents – Local Office]

“Ufficio della Consigliera di Parità della Provincia di Trieste” [Councillor Office  
Equality]

“Difensore Civico Provinciale” [Local Ombudsman]

Trade Unions

“CGIL”, “CONFSAL” e “UGL”

Premise  
(*omissis*)

all this premised,

**THE ACTORS AGREE AND UNDERSCRIBE WHAT FOLLOWS**

**1<sup>st</sup> point - Object.**

(*omissis*)

The object of this document is represented by the acceptance of a common public way  
of acting for the prevention and treatment of the harassment in work environment and  
the statement of the rules of each Actor in an integrated system aimed at the creation of  
an institutional public network.

**2<sup>nd</sup> point - Goals.**

The creation of a common efforts' model, shared by the Actors, has the aim to:

1. reduce social cost of this phenomenon instead of treating it with an intervention  
of each single actor involved;
2. decrease public bias information addressed to the target population mentioned at  
3rd point, and indicate a integrated prevention programme shared by as many  
institutional subject as possible;

3. evaluate ed harmonize the local resource, promote specific areas of intervention of each Actor;
4. streamline public communication and consolidate prevention's and intervention's ways for the treatment against current situations within organizational environment;
5. create a network as model of *public best practice* to share strategies improving well-being in work environment and lifestyles;
6. Make become neutral clearing post "Punto di Ascolto Mobbing", a center of excellence for research and institutional analysis in Italy about these topics.

### **3<sup>rd</sup> point – Target population**

The world of work in Italy with particular attention to labour organizations and its processes, to the possibility of establishment of negative situations and to persons who are its victims.

### **4<sup>th</sup> point – Way of acting**

The Actors, accepting the aim viewed above, agree with the Municipality of Trieste the integrated model named "SMPP specific mobbing prevention programme", and undertake to develop an integrated procedure to coordinate the skills of each subject and provide recipients tools to tackle the problems described.

The neutral clearing post "Punto di Ascolto Mobbing", first aid structure, and support to victims of psycho-physical harassment within work environment, together with the Actors taking part in this programme of prevention, aims to pursue the objectives viewed at 2<sup>nd</sup> point, through following activities:

- a) promoting the organization of training and information activities aimed at different business figure on critical aspect of work antecedent of bullying at work, and indicating ethical codes in order to avoid conduct encouraging this phenomenon or tolerating the presence;
- b) collaborating with trade associations in order to raise awareness of the problem within the work organizations, explaining the risks associated with various organizational and managerial types, and the possible negative impact on psychological and physical health caused by moral aggression;
- c) promoting initiatives to detect the phenomenon in all work organizations also with the help of competent doctors, if provided;
- d) addressing persons, as appropriate, to the Actors who may intervene in order to make prevention, treatment and/or assistance in the event of bringing back cases to a situation of physical and psychological violence.

### **5<sup>th</sup> point – Final statements**

The present document wishes to realize social well-being by the improvement of working well-being evaluating specific rules of each Actors involved in this project, has among its pursues the realisation and experimentation of an institutional cooperating integration about a new approach to an aged issue not yet defined by national law in Italy, that of psychological harassment at work.

For the future, this document can be under scribed by all those subjects interested with respect to the fundamental principle of cooperation aimed at the promotion of the image of this public network.

signatures:  
(*omissis*)