

Discrimination at work

More than ever before, employers have to be aware of equal opportunities and equal treatment in a work environment. With the legislation constantly changing for the better part of the last 10 years, is your company still on track?

Did you know that:

- From recruitment and selection, through employment, to the final stage of dismissal your company faces requirements with regard to equal opportunities and equal treatment?
- In the event of a complaint or litigation, your company bears the burden of proof that you did not act as a discriminatory employer?
- Company directors can be held liable and could face criminal sanctions – fines, or even imprisonment – for discrimination in the work place committed by their staff?

Our team of specialists can advise you on the latest legal changes with regard to various aspects of equal opportunities and equal treatment. We can help your company understand the labyrinth of rules and regulations affecting your daily people management.

But we can do more. We can provide your company with a detailed assessment of where you are today and what you could do to improve. Moreover, we will deliver practical solutions to help your company tackle discrimination infringements where required.

How Laga can help

Quick Scan

On the basis of a specially designed checklist, we will do a first scan of your company to get a better insight into your company's day-to-day dealings with all matters regarding HR and employment. Afterwards, you will receive feedback

from us on what areas of HR and people management in your company may need to be audited for compliance with the applicable laws.

On-site screening

To guarantee that we fully understand your particular situation, we will do an on-site screening, including a full review of your company's policies, contracts and business codes. We will also conduct interviews with HR to learn about your company's HR processes in detail. Together, we will identify where your company can make changes for the better.

Creative solutions & implementation

After having identified possible issues and having discussed these extensively, we will provide you with tools to help overcome any future discrimination issues. We will help you implement changes in a timely manner. To make sure that your HR people fully understand these changes, we will give them training and guidance through personal workshops.

Follow-up

Post-implementation, we will – on a regular basis – conduct surveys to assess how and where your company can continue to set an example. Of course, we will also keep you updated on further changes in the equal treatment laws that may affect your business.

To learn more

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About Laga

A top legal practice in Belgium, Laga is a full service business law firm, highly recommended by the most authoritative legal guides. Laga comprises approximately 100 qualified lawyers, based in Diegem/Brussels, Antwerp, Namur and Kortrijk.

Laga offers expert advice in the fields of banking & finance, commercial, corporate/M&A, employment, IT/IP, public/administrative, restructuring, real estate and tax law. Where appropriate to ensure a seamless and comprehensive high-quality service, Laga lawyers work closely with financial, assurance and advisory, tax and consulting specialists, and with select EU and US law firms.

Laga provides thorough and practical solutions tailored to the needs of clients ranging from multinational companies, national large and medium-sized enterprises, and high net worth individuals, to government bodies.

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