

## Moral harassment in the workplace: An analysis of the impacts on work relationships



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### ABSTRACT

This study investigates the impacts of moral harassment in the workplace, focusing on the impacts and consequences generated both for the employee or collaborator, and for the organization in which they are inserted, as well as the legal effects arising from this illicit and inhumane practice, through A systematic literature review examines the physical, emotional and work-related effects caused to individuals who suffer moral harassment in the workplace, as well as the impacts on productivity and social engagement with co-workers. Understanding these impacts is essential to promoting a healthy work environment and mitigating the harmful effects of this conduct.

**Keywords:** Moral Harassment, Desktop, Impacts, Employee, Employer.

## 1 INTRODUCTION

Moral harassment in the workplace is a complex and harmful phenomenon that has received increasing attention in the field of labor law, due to the large amount of procedural demand. This is characterized by illicit and abusive conducts that occur repetitively, aiming to humiliate, embarrass and emotionally destabilize the individual, affecting not only the victim, but also the work environment. These abusive practices can occur through verbal, gestural or symbolic actions, or even by omission of the employer (horizontal moral harassment), compromising the worker's work capacity, and, not infrequently, leading them to suicide.

There are different types and forms of manifestation of psychological harassment in the workplace. These manifestations can include insults, public humiliation, social isolation, assignment of humiliating tasks, discrimination, threats, impossible goals, vexatious jokes, among others. It is



important to understand the peculiarities of each type of moral harassment and its specificities, among which it is worth highlighting: interpersonal and institutional moral harassment, which are divided into vertical, horizontal and mixed (horizontal and vertical) moral harassment, as well as their consequences in the legal-labor sphere.

Factors such as excessive competition, lack of prevention policies, inadequate management, toxic organizational culture, among others, can favor the emergence or growth of these abusive practices, contributing directly and indirectly to the occurrence and growth of moral harassment in the workplace.

Rodolfo Pamplona Filho, Claiz Maria Pereira Gunça dos Santos, in the book *Organizational Moral Harassment*, present the following proposal for the conceptualization of workplace moral harassment:

Workplace moral harassment is the psychological torture perpetrated by a set of abusive and intentional actions or omissions, practiced through words, gestures and attitudes, in a repeated and prolonged manner, which affect the dignity, physical and mental integrity, in addition to other fundamental rights of the worker, compromising the exercise of work and even social and family life. (Filho, Santos, 2020, p. 50).

In Brazil, moral harassment is regulated by legal norms and instruments that aim to protect labor rights and ensure a safe work environment. The Federal Constitution of 1988 and the Consolidation of Labor Laws (CLT) are important references in this context. In addition, relevant doctrines and academic studies have contributed to the understanding and awareness of bullying in the workplace.

In this study, the methodological approach of systematic review of the literature was adopted. This methodology consists of carrying out a comprehensive and systematic search for relevant studies and research on the chosen topic. For the selection of studies and research included in this systematic review, inclusion and exclusion criteria were established, such as the relevance of the theme to the study in question. Studies that addressed the impacts of moral harassment on the work environment and on workers' health, focusing on the physical, social, psychological and emotional effects, were considered inclusion criteria.

The literature search was carried out in academic and scientific databases, such as *Scopus*, *Web of Science*, *PubMed* and *EBSCOhost*, among others, using terms related to moral harassment, work environment, physical impacts, psychological impacts, emotional impacts and workers' health. In addition, books, scientific articles, theses, dissertations and other materials relevant to the theme were consulted.

Studies show that scientific research in general is presented in several modalities, among which the bibliographic research stands out, which was used in the elaboration of this article.

According to Andrade (2010, p. 25):



Bibliographic research is a fundamental skill in undergraduate courses, since it is the first step for all academic activities. Laboratory or field research necessarily implies preliminary bibliographic research. Seminars, panels, debates, critical summaries, monographs do not dispense with bibliographic research. It is mandatory in exploratory research, in the delimitation of the theme of a work or research, in the development of the subject, in citations, in the presentation of conclusions. Therefore, if it is true that not all students will conduct laboratory or field research, it is no less true that all of them, without exception, in order to prepare the various works requested, must undertake bibliographic research (Andrade, 2010, p. 25).

The investigation on the impacts of psychological harassment in the workplace is justified because it is a topic of paramount importance for understanding the legal effects of this phenomenon on the employee's social and professional life. Based on this understanding, it is possible to develop measures to prevent and combat moral harassment, promoting a healthy, respectful work environment that is conducive to the personal and professional development of the individuals involved. In addition, the research contributes to the dissemination of knowledge about moral harassment in the labor field, aiming at the protection of workers' rights and the legal implications for the harasser and also for the individual who had the duty to prevent such practice and did not do so.

For the purposes of this work, the main objective is to analyze the impacts of moral harassment in the work environment and the legal consequences for the employer and also for the employee (harasser). To this end, specific objectives were established to identify the main conceptual aspects and characteristics of moral harassment in the workplace, based on the existing theoretical framework; analysis of the different types and forms of manifestation of moral harassment in the workplace, considering its peculiarities and consequences; Investigation of the factors contributing to the occurrence of moral harassment in the Brazilian labor context, taking into account social, organizational and individual aspects, with a view to promoting a healthy and respectful work environment.

## **2 BULLYING IN THE WORKPLACE**

The topic of Moral Harassment in the workplace draws a lot of attention nowadays, but at some point in history, although it existed, it was not typified as an illicit practice and was not even considered harassment. In the Brazilian historical context, workers have gone through and still go through numerous harassment practices. Going back in the history of the Brazilian people, we arrive at the period of slavery, a time when the worker, in addition to being enslaved, was treated as an animal, being part of the patrimonial collection of large landowners.

Advancing historically, after the period of slavery, we locate the time called the Industrial Revolution, in which the employee (worker/laborer) was subjected to the most diverse abusive practices, these currently considered harassment, which ranged from strenuous hours, unhealthy work environment, to the exploitation of the work of women and children.



The study is of great relevance because it refers to the individual in his work environment, more specifically in the professional relationship with his boss, co-workers and other collaborators of the organization in which he is inserted. As portrayed in the name itself, moral harassment is, therefore, a continuous and disrespectful abusive conduct, which occurs in the work environment and as a result of work, that is, being intertwined with the work environment and activity. Moral harassment has been widely discussed by the country's Courts, as in recent years there has been a large increase in cases filed in the labor courts and in the criminal justice system involving the subject.

When talking about bullying at work, some questions should be asked, among which two deserve to be highlighted, the first of which is: What is bullying at work?

Studies show that moral harassment is any abusive conduct, practiced repeatedly or systematically and that causes damage, whether physical, psychological or even work, threatening not only the job of the harassed, but also harms the work environment as a whole, directly and indirectly affecting even their social and family life.

Rodolfo Pamplona Filho, Adriana Wyzykowski and Renato Barros define moral harassment as:

A set of abusive and intentional conducts, repeated and prolonged over time, which aim to exclude a specific employee, or a certain group of them, from the work environment through the attack on their dignity, which may be compromised, as a result of their multioffensive nature, other fundamental rights, namely: the right to physical and moral integrity, the right to privacy, the right to non-discriminatory treatment, among others. (Son, Wyzykowski, Barros, 2016, p. 120).

The second question that we consider important is: how is it characterized?

In order to characterize moral harassment at work, there needs to be a sense of systemic continuity, presented in a repeated and pragmatic way. Moral harassment is a habitual, abusive conduct with the intention of causing harm to the worker. Presenting themselves with the clear objective of humiliating, diminishing, embarrassing the employee, as well as disqualifying them in front of others, inflicting suffering, degrading their working conditions, offending their dignity, putting their physical, emotional and professional integrity at risk.

In practice, moral harassment manifests itself in several ways, some of which are listed as informational parameters and conceptual understanding: attributing mistakes not committed; making jokes, repeatedly, in bad taste; mocking the religion or creed of the worker; evidencing a physical defect in a pejorative way; exclude the worker from the company's commemorative parties, such as: get-togethers; yelling at the employee in front of colleagues and customers; prohibit or control employee access to the restroom; omitting relevant information from the employee, leading them to error or hindering their work; attributing pejorative and humiliating concepts to the employee or collaborator, such as: bum, lazy, slow, incompetent, and also subjecting him to repeated threats of dismissal, among others.



In recent years, the Doctrine has focused a lot on this topic, making the concept of moral harassment in the workplace even more brilliant:

Psychological harassment at work is defined as any abusive conduct (gesture, word, behavior, attitude...) that, by its repetition or systematization, threatens the dignity or psychological or physical integrity of a person, threatening their job or degrading the work environment. (Hirigoyen, 2001, p. 17).

Therefore, it is understood that when a person is suffering pressure, psychological violence, or is feeling persecuted by someone at work, there are possibilities that they are suffering moral harassment. There are cases in which this harassment goes unnoticed, the harassed person isolates himself from other colleagues because he feels diminished, pressured, depressed and incapable.

## 2.1 TYPOLOGY OF PSYCHOLOGICAL HARASSMENT IN THE WORKPLACE

As seen, when addressing the topic of moral harassment in the workplace (also called institutional/organizational moral harassment), as being that which occurs or occurs in the work environment, in the employment relationship or as a result of it, it is clear that such practice can be evidenced both by the action, as well as in the repeated cases of mockery, bad jokes, excessive working hours, abusive goals, etc., as well as omission, which occurs when the employer or hierarchical superior, despite not being the harasser himself, fails to take the appropriate actions in the specific case, turning a blind eye to what happened, failing to punish the harasser.

In this sense, it is asserted that institutional/organizational moral harassment is presented through a set of hostile and perverse actions or omissions, taking place through gestures, words or behaviors, which go beyond the limits of the employer's right, reaching the dignity and hurting the fundamental rights of the worker.

In this sense, in organizational moral harassment, hostile and perverse behaviors also disqualify, destroy self-esteem, humiliate, embarrass and even, in cases of refusal to communicate, isolate the worker. In addition to the abusiveness of the conduct, in order for organizational moral harassment to be configured, it is necessary to habitually act, that is, the repetition and prolongation in time of the harassing acts. Therefore, organizational psychological violence must be regular, systematic, and endure over time. (Son; Santos, 2020, p. 94).

According to Silva (2003, p. 764), this perverse conduct materializes as follows:

However, when we talk about moral harassment, we are referring to a much more complex situation, characterized by a set of habitual actions that have the intention of undermining the victim, decondensing him, weakening him, disqualifying him in the face of his work environment and his personal life, until he no longer has the strength to fight and is forced to resign. or motivate a dismissal by the company. (Silva, 2003, p. 764).



In general, it can be classified: interpersonal moral harassment, which occurs individually, directly and personally, with the purpose of harming or eliminating the professional in the work relationship with the team; and institutional moral harassment, as being that which occurs when the organization encourages or tolerates acts of harassment, with this the legal entity itself is also the author of the aggression, which, through its partners, holders, managers or administrators, use illegal, inhumane, humiliating, vexatious organizational conducts towards its employees and collaborators, under the justification of increased productivity. In this way, they constitute a controlling and humiliating institutional culture, violating basic fundamental principles guaranteed by the Federal Constitution of 1988, such as the dignity of the human person.

Therefore, it is worth mentioning that institutional moral harassment can be divided into four types, which are widely highlighted by Filho and Santos (2020), in the book *Organizational moral harassment, as being*: vertical moral harassment, which can also be classified as: descending and ascending; horizontal moral harassment and mixed moral harassment. Therefore, it is important to remember that these types of harassment listed above can be exercised on any worker, regardless of their hierarchical rank within the work organization.

For a better understanding of the subject, the particularities of each type of existing organizational harassment are explained.

### **2.1.1 Vertical Bullying**

This typology of moral harassment occurs between people of different hierarchical levels, such as: bosses and subordinates in the institution that bind them, subdivided into two other types: vertical downward and ascending moral harassment.

Vertical psychological harassment is psychological terror perpetrated through a set of abusive and intentional conducts practiced by one or more people with a higher or lower hierarchical rank than the victim. Vertical bullying can be upward or downward. (Filho, Santos, 2020, p. 61).

### **2.1.2 Vertical Downward Bullying**

It is the most common form of harassment within organizations and is characterized by pressure from bosses in relation to subordinates, that is, when the latter, taking advantage of his superior hierarchical position, treats his subordinates (collective downward moral harassment) or his subordinate (individual downward moral harassment), in a pejorative way, so that they belittle them, in an attempt to persuade them that they are not good enough for that position and, With that, you will resign. Therefore, this aspect brings to light the fact that superiors, taking advantage of their condition of authority in the company, place the worker in uncomfortable situations, such as, for example, making his subordinates perform tasks that are not part of their job and, sometimes, when they are not



qualified for a certain activity, with the simple intention of punishing him. or even, lead you to make a mistake, in an induced way.

Psychological harassment by an agent of a higher hierarchical grade than the victim is called downward psychological harassment. This is the most common type of moral harassment in society, translated, in most cases, into psychological violence practiced by the boss. Marie-France Hirigoyen, although criticizing this classification for its rigidity, points out the various subgroups that come from the hierarchy, which are: a) perverse harassment, practiced to eliminate the other and even to value one's own power; b) strategic harassment, which aims to force the employee to resign, thus reducing the costs of dismissal; (c) institutional harassment, which corresponds to the instrument for managing all staff. This last subgroup of top-down bullying is also called organizational harassment, ... Thus, as a result of legal subordination, asymmetry of power and economic dependence of the worker, this type of moral harassment is the most practiced and observed in Brazilian society. (Filho, Santos, 2020, p. 63).

### 2.1.3 Vertical Escalating Bullying

This typology refers to moral harassment practiced by subordinates or groups of subordinates against their superior. It is characterized, in general, by causing embarrassment to the same, by various interests, such as: actions or omissions to boycott a new manager, manager or director, with frequent indirect attacks in front of co-workers; blackmail aimed at promotion in the company or even a salary increase, under the justification (threats) of having knowledge of the immediate boss's private affairs, which he does not wish to make public.

Vertical Downward Bullying is said to correspond to psychological violence exercised by one or more subordinates against a hierarchical superior. It is a rare modality that is difficult to configure or prove, but it has a real existence.

In this type of harassment, the victim usually tends to suffer in silence, mainly because the hierarchical superior, even if his self-esteem is wounded, avoids taking the problem to the owner of the company, fearing that he will be considered incompetent for the leadership position. Marie-France Hirigoyen points out that in cases of escalating psychological harassment, the victim does not know where to turn in order to defend herself, since she cannot appeal to the union or to the courts, much less to her hierarchical superior or owner of the company, because, as seen, she fears losing her leadership position. Thus, although vertical upward moral harassment is not usually verified, it also attacks the dignity and physical and mental integrity of the individual, and should not be practiced. (Filho, Santos, 2020, p. 63).

### 2.1.4 Horizontal Bullying

Horizontal moral harassment is characterized between people belonging to the same organization or company, of the same hierarchical level, who start to harass each other, creating a climate of constant competition between co-workers, thus promoting negative action, aiming not only to intimidate colleagues, but also to affect them psychologically and, consequently, in order to reduce their work capacity and interaction with the group to which they are inserted. This type of harassment primarily targets sensitive and vulnerable people.

Horizontal bullying is psychological violence practiced between colleagues at the same hierarchical level. The motivation for this type of harassment, according to Maria Aparecida



Alkimi's lesson, may reside: a) in interpersonal conflicts caused by personal reasons, such as personal and professional attributes, capacity, relationship difficulties, lack of cooperation, prominence with the boss, sexual discrimination, among others; b) competitiveness or rivalry to achieve prominence, to maintain or compete for office, as well as to obtain promotion. (Filho, Santos, 2020, p. 64).

Horizontal bullying is also very frequent within organizations and can be seen by many as being just a bad joke, or a way to relax the environment, however, for the harassed, this act can lead to disastrous and, in some cases, irreversible consequences, both inside and outside the work environment, Bearing in mind that many psychological illnesses can develop or worsen as a result of this frivolous and inhumane practice.

The most frequent acts of horizontal harassment are malicious jokes, derogatory nicknames, jokes, rudeness, obscene gestures, isolation, and the following conducts can be cited, for example: leaving the harassed person alone at mealtimes; not inviting the victim to parties and celebrations; Not speaking to the harassed person or interrupting their speeches, making them feel increasingly excluded from social and work life. (Filho, Santos, 2020, p. 64).

### 2.1.5 Mixed bullying

Mixed moral harassment happens simultaneously, with any worker from different areas and hierarchical levels as the victim. In this case, the victim suffers from the action of hierarchical superiors and also by colleagues with whom he has no subordinate relationship in the workplace. Vertical and horizontal harassment happen simultaneously. Therefore, it is important to highlight that, in this typology, the person is harassed by hierarchical superiors and also by co-workers. In general, the initiative of aggression occurs at the beginning with one perpetrator, influencing the others to end up following or adhering to this behavior.

In short, when vertical downward harassment accumulates, which is practiced by a hierarchical superior against a subordinate, in addition to horizontal harassment, when the victim is also targeted by other co-workers who are in the same functional position in the institution, the so-called mixed moral harassment occurs, for example.

In this context, mixed psychological harassment requires the presence of at least three subjects, namely: the vertical harasser, the horizontal harasser and the victim. Thus, it is verified that the harassed person is affected by colleagues and hierarchical superiors, a fact that makes the work environment unbearable, seriously affecting the dignity and integrity of the worker, who, in most cases, does not resist this situation. (Filho, Santos, 2020, p. 64).

## 2.2 IMPACTS OF PSYCHOLOGICAL HARASSMENT ON THE WORK ENVIRONMENT AND WORKERS' HEALTH

The most visible impact on the work environment, caused by moral harassment, is closely linked to the degradation of the production chain, as harassment practices lead to employee dissatisfaction with the work environment, depression, stress and Burnout syndrome, in more extreme





cases dissatisfaction leads to suicidal thoughts, attempted and even consummated suicide. According to Regina Célia Pezzuto (2006, p. 28):

In fact, it is noted that the occurrence of psychological harassment causes several negative consequences, such as in the social relationship of the victim, in the family relationship, in the professional relationship, however, more seriously it causes diseases in the harassed, who, depending on the degree of harassment and his emotional structure, may have to undergo medical and psychological treatment to cure the disease or affection, psychosomatic or not, which, if taken to the extreme, can lead to the suicide of the victim.

### 2.2.1 Relationship between Bullying, Productivity, and Job Satisfaction

By analyzing the impacts of moral harassment, we arrive at the consequences brought by this abusive conduct to the worker's life, leading him to a crisis of low self-esteem, oppression of his talent and social development, affecting, directly and indirectly, his image, honor, physical and mental health, triggering problems of anxiety, depression and, in some cases, leading to suicide, all of these consequences are directly associated with a drop in workers' productivity and professional performance.

Victims of moral harassment face difficulties in concentrating, making decisions, as well as performing simple tasks efficiently, a fact that is due to the stress and psychological pressure faced by them in their daily work, because of the harassment suffered. In addition, continuous exposure to bullying can lead to emotional exhaustion and burnout, negatively affecting production capacity and quality of work, i.e., poor quality of life in the workplace.

According to Freitas (2008, p. 36):

What we call quality of life in the workplace is not a mere concept, but something that concerns the objective and subjective conditions of the daily life of organizational policies and practices, provided or neglected by the normative, structural, and cultural apparatus that presides over decisions in organizations.

Victims of workplace bullying suffer a significant impact on satisfaction with the work performed, and also in relation to the work environment as a whole, as they face a hostile work environment, where they may feel devalued, humiliated and disrespected, not being able to enjoy a healthy and harmonious work environment. The dissatisfaction caused in the worker/harassed person can lead to disengagement with the work and with the group in which he is inserted, to a lack of commitment and to the desire to leave the organization. This desire in most cases, although felt, has no possibility of fulfillment, because the worker has the need to remain in that job for his material subsistence, even recognizing that it directly affects the stony clause of the Federal Constitution of 1988, which is the dignity of the human person.

The Labor Public Prosecutor's Office, in the explanatory material *Moral Harassment at Work: questions and answers*, states that:



Article 1 of the Federal Constitution places the dignity of the human person as one of the foundations of the Brazilian State. Article 5 adds that "no one shall be subjected to torture or inhuman or degrading treatment" and that "the intimacy, private life, honor and image of persons are inviolable, and the right to compensation for material or moral damage resulting from their violation is ensured" (Ministry of Labor, 2023, p.12, emphasis added).

Psychological harassment in the workplace can be considered as violence against the worker, which, despite not being physical, can cause irreversible damage to the harassed, thus causing dissatisfaction with the work and the work organization in which he or she is inserted.

The Ministry of Labor and Employment defines psychological harassment as:

[...] Cruel and inhumane acts that characterize a violent and unethical attitude in labor relations, practiced by one or more bosses against their subordinates. It is the exposure of workers to vexatious, embarrassing and humiliating situations during the exercise of their function. This is what we call moral violence. These acts aim to humiliate, disqualify and emotionally destabilize the victim's relationship with the organization and the work environment, which puts the victim's health, life and job at risk. Moral violence causes emotional disorders, affects the dignity and identity of the human person, alters values, causes psychic (mental) damage, negatively interferes with health, quality of life and can even lead to death. (Ministry of Labor, 2023, p.13).

Another factor of great impact, brought about by moral harassment in the workplace, is its direct relationship with employee turnover in organizations. Studies show that victims of moral harassment are more likely to seek other job opportunities, a fact that occurs as a result of the dissatisfaction and suffering caused by harassment, resulting in high turnover rates, which can be harmful not only for the worker who has difficulty in professional advancement, but also for organizations. directly affecting the continuity of processes, institutional knowledge and productivity as a whole.

According to assinala Hirigoyen, p. 182 apud Martinez (2022):

[...] Psychological harassment is a unique process, in which the person becomes what he or she is accused of. They tell her: you are a nonentity and she loses her capacity and feels like a nonentity, she is seen as paranoid and, after a while, made to feel suspicious, rigid, manic. It is the result of the power of words, which by imposition transform the other.

The relationship between bullying, productivity, and job satisfaction is complex and negative. Bullying harms both individual workers and the organization as a whole. To promote a healthy and productive work environment, it is essential to combat bullying, implement prevention policies, and ensure the protection of workers' rights. This will result in benefits, both for individuals and organizations, by improving productivity, job satisfaction, and reducing employee turnover.

The Public Prosecutor's Office of Labor and Employment, in the booklet *Moral and Sexual Harassment at Work*, brings the consequences of moral harassment for the company:

Losses to the employer can be:



- Decreased productivity and lower efficiency, negative image of the company in the eyes of consumers and the labor market;
- Change in the quality of the service/product and low level of creativity;
- Occupational diseases, work accidents and equipment damage;
- Constant change of employees, causing expenses with terminations, selection and training of personnel;
- Increase in labor lawsuits, including requests for compensation for moral damages. (Ministry of Labor, 2023, p. 26).

### 2.3 LEGAL CONSEQUENCES OF PSYCHOLOGICAL HARASSMENT

In order to arrive at the labor consequences of moral harassment, it must first be taken into account that the practice of such an unlawful act violates constitutional principles, guaranteed by the Federal Constitution of 1988, already in its first article, the dignity of the human person and the social values of work (CF/88, art. 1, items III and IV) as one of the foundations of the Brazilian State. Added to this, Article 5, III and X of CF/88 states that: "III – no one shall be subjected to torture or to inhuman or degrading treatment; X – the intimacy, private life, honor and image of persons are inviolable, and the right to compensation for material or moral damage resulting from their violation is assured;" (Brazil, 1988).

Currently, based on CF/88, the practice of moral harassment is subject to the payment of compensation for moral damages by the employer to the employee, in the same sense there is article 186 of the Brazilian Civil Code, which says: "Anyone who, by voluntary action or omission, negligence or imprudence, violates the right and causes damage to another, even if exclusively moral, it commits an unlawful act." On the other hand, article 927 of the CC/2002, as well as article X of the CF/88, ensure punishment for harassers by ratifying that "whoever causes damage to another is obliged to repair it".

With regard to the labor consequences of moral harassment, the universe is very broad, being based on the Consolidation of Labor Laws - CLT, together with the Civil Code - CC. One of the most common consequences, depending on the specific case, is indirect termination, which consists of termination for cause by the employer, in which the employee receives all labor rights, of termination without cause, as ensured by article 483, paragraphs a and b of the CLT (2022):

Article 483 - The employee may consider the contract terminated and claim the due indemnity when:

- (a) services are required in excess of their strength, prohibited by law, contrary to good morals, or extraneous to the contract;
- (b) is treated by the employer or his/her superiors with excessive harshness;

In addition to indirect termination, the employee may file a labor complaint with the labor courts, in addition to common labor rights, such as salary balance, vacations, 13th salary, among others, such as compensation for moral and material damage as a result of moral harassment suffered in the



work environment, taking into account the specific case and the social consequences. and to their physical and mental health, as a result of the harassment they suffered.

Article 223 of the CLT explains the application of compensation for damages of an extra-patrimonial nature as a result of the employment relationship, while articles 223-C and 223-E bring which are the protected legal assets inherent to the individual and who are responsible for the non-pecuniary damages caused to the worker.

Article 223-C. Honor, image, intimacy, freedom of action, self-esteem, sexuality, health, leisure and physical integrity are the legally protected goods inherent to the natural person. (Included by Law No. 13,467 of 2017);

Article 223-E. All those who have collaborated in the offense to the protected legal good, in proportion to the action or omission, are liable for non-pecuniary damage. (Included by Law No. 13,467 of 2017). (CLT, 2022).

It is worth mentioning that in addition to indirect termination and compensation for moral damages, the employee may demand material damages from his employer, to cover expenses with medical and psychological treatment, as well as with the purchase of medicines.

### 3 FINAL THOUGHTS

Based on the information presented, this study will contribute to the dissemination of scientific knowledge about moral harassment in the workplace, providing subsidies for legal action, especially in the labor sphere, as well as for the formulation of public policies aimed at raising awareness among employees and employers about the importance of knowing and combating moral harassment in the workplace. The consequences that this inhumane practice brings to the personal and professional life of the harassed person were clearly and concisely demonstrated, as well as the legal consequences for the harasser.



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