

From: Michael Rogers michael.rogers@alight.com
Subject: FW: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide
Date: 11 September 2023 at 13:35
To: Stephane van der Aa stepvda@mac.com

Stephane – trying again as received a delivery failure notice.

Thanks,
Michael

Alight | Michael Rogers | CHRO | M: +44 (0) 7917883 763 | E-mail: michael.rogers@alight.com

From: Michael Rogers
Sent: 11 September 2023 13:23
To: 'Stephane van der Aa' <stephane@stepvda.net>; 'Stephane van der Aa' <stepvda@gmail.com>
Subject: RE: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide

Hi Stephane

Thank you for time on Friday and for sharing your concerns and being so open. I'm sorry to hear that you have suffered in such a way. I also received your email from yesterday and am using that email address as mentioned I have had some trouble emailing you.

As mentioned on our call, I believe the best next step is a formal investigation and if I understood well you agreed that was a good next step. This will be handled by an independent third party to ensure integrity and provide all parties with the confidence that a fair and complete process was followed.

As part of the investigation, the expert will conduct interviews with all relevant people (including yourself) and ask necessary questions, listening to their responses. They will provide a report to Alight containing the results of their investigation. Our legal team are currently looking at suitable providers to manage this process. To conclude the process I would propose that the team then meet with you to discuss the findings and also any feedback you may have. Hopefully, we can then agree on any suitable next steps, if any are required. At this stage I cannot make any commitment regarding a meeting with Boris, Johan and Alan, as Alight needs to see the results of the investigation first.

Finally, you mentioned health issues during your call with me a couple of times. While I am not sure what those are, if there is anything that Alight can do to support you with them please let me know and I will have our team look into it right away.

Please look out for an email from Esther Novello-Partouns (HR Director, Benelux) for next steps in regards to the investigation.

Thanks,
Michael

Alight | Michael Rogers | CHRO | M: +44 (0) 7917883 763 | E-mail: michael.rogers@alight.com

From: Stephane van der Aa <stephane@stepvda.net>
Sent: 04 September 2023 21:40
To: Michael Rogers <michael.rogers@alight.com>
Subject: Re: Request for comment and discussion before or instead of publication -
Alight pushing its own people to suicide

[External]

Hi Michael,

I haven't heard from you.

Please let me know when I can expect a call from you.

I don't wan to drag this on for days.

This important to me and hope it also is important to you.

Kind regards,
Stephane van der Aa
+32493701601

On Fri, 1 Sept 2023 at 13:30, Stephane van der Aa <stephane@stepvda.net> wrote:

Hi Michael,

Good to hear from you. I was about to hit the publish button in linkedIn.

I also informed Stephan Scholl that without reply from Alight by today I would go public.

Please me a call, even today is fine.

Kind regards,
Stephane
0493701601

On 31 Aug 2023, at 21:32, Michael Rogers <michael.rogers@alight.com> wrote:

Stephane

I'm very concerned about the things you outline in your email below and if you are willing I would like to have a call with you to discuss them?

If yes, perhaps we talk one morning next week?

Thanks,
Michael

Alight | Michael Rogers | CHRO | M: +44 (0) 7917883 763 | E-mail: michael.rogers@alight.com

From: Stephan Scholl <stephan@alight.com>
Sent: 30 August 2023 22:14
To: Stephane van der Aa <stepvda@mac.com>

Cc: Michael Rogers <michael.rogers@alight.com>
Subject: RE: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide

Stephane, I have now had a chance to learn some more about your situation and have asked our CHRO, Michael Rogers to look into this situation further as a matter of urgency. Michael is in copy here and will be in touch with you. He will also report back to me on this. Thank you contacting me.

From: Stephan Scholl <stephan@alight.com>
Sent: Monday, August 28, 2023 5:09 PM
To: Stephane van der Aa <stepvda@mac.com>
Subject: Re: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide

Thanks for your note Stephane. This is to confirm receipt of it. I will look into this right away. Thx
Stephan

From: Stephane van der Aa <stepvda@mac.com>
Sent: Monday, August 28, 2023 4:12:04 AM
To: Stephan Scholl <stephan@alight.com>
Subject: Fwd: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide

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> Let me start by saying I did not want to publish this, all I wanted and still want is recognition for what was done to me. This is not a message of hate. This is a message of hope.
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> Back at work in 2020. Finally I managed to out myself as gay to my colleagues after 16years. That's what I started doing as covid broke out.
> Welcome back or okay your gay from most, not from management.
Boris Vanrillaer as lead bully just pushed me around senselessly and pointlessly. Do this, wait forever, tell your line manager I need that,

because he will be annoyed by this demand/request...
> Line manager (Alan Anker) could empathize somewhat, complaint to HR, lead to a mediation but without the bullies present!? This was followed with a written conclusion where nothing with bad intentions ever happened and Stephane needs to do this and that to not feel discomfort at work. No mentioning of discrimination or bullying. I replied to my line manger first to try to set things straight in writing.
> Next. Reached out to BU boss (Johan Bosschaert) who just told me to take a hike and get a job elsewhere.
> Fine, so I submitted my resignation in the month of May.
> Before this, I did actually get some work done around where the Product strategy should go: mainly a longer term vision on where to invest for the HR market so not to just catch up but to take the lead. The Product catalogue to me seemed messy, not coherent, and full of underused Products. I suggested an alternative. The everlasting optimist in me found the nerve and the guts to add this idea to my resignation letter. "Let's do this project and if you don't want to then please consider this my resignation" is how the letter ended. Though obviously it needed to be outside this toxic Products BU.
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> 2 months went by and eventually, in August, they found it necessary to fire me themselves.
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> Next I got my own lawyer but all seemed to be this well legally vetted by Alight, that all I could hope for was their mercy?! Hell no!
> I had to fight this discrimination, this injustice, but no justice on the horizon.
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> I felt horrible once the anger subsided. It got to me to the point that life was now no longer worth living. The next month in September I tried to kill myself. The overdose of pills wasn't enough. Did I now not want to die, did I not consciously or subconsciously take enough pills of the not poisoness enough kind? It took me 6 months to get out of this hole I was shoved in.
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> Present-day.
> In 2023, I decided I wanted to take the stand and speak out: I want recognition for my suffering. Not only having been told in 2004 that I better not out myself as gay (so I didn't) for 16 years, the year when I tried to eventually come out of the closet at work they had to torture me and discriminate me and abuse me for no reason at all but their perverse pleasure. I posted what happened to me on LinkedIn. The post that did however catch Alights attentions was this post: https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.linkedin.com%2Fposts%2Fstepvda_stepha

ne-van-der-aa-on-twitter-activity-7061072590496227328-GDL-%3Futm_source%3Dshare%26utm_medium%3Dmember_desktop&data=05%7C01%7Cstephan%40alight.com%7C8469e204dd134892aee208dba79e81c7%7C232a81501ff64e00ad51c491fb66cb74%7C1%7C0%7C638288071447339205%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6Ik1haWwiLCJXCI6Mn0%3D%7C7000%7C%7C&sdata=5Cz0esabu4dzexEM3rx7FHN5Q0aLxpR6iSU0NyNv50%3D&reserved=0

> I got the idea for this post from a holocaust survivor's testimony who decided to forgive. This combined with the little-known fact that Nazi Germany also systematically exterminated gay people in Germany. This should attract people's attention and allow some to think: indifference leads to the worst in men. By which I also include my own indifference for not outing myself at work any sooner than I did and despite being told not to.

>

> I got a lot of sympathy from people who no longer work at Alight. What I also got was another, now recognizably aggressive letter, from Althius, their lawyers. They accused me of slander and lying. Wow: How can the truth be slander? Is free speech no longer allowed? What can one still say and share online? A few back and forth email with the lawyers and they stopped harassing me. I suspect their "Pro-Justicia" letter was more meant to intimidate and nothing else. Meaning they already knew they had no legal ground.

>

> Today one still has to wonder between the time that I submitted my resignation letter and the time that they fired me, 2 months went by. During this time they could have just signed my resignation letter and handed a signed copy back to me and I would be gone. Instead, they used this time to involve lawyers. Why did they not accept my resignation and saved everybody the cost and then anguish?

>

> Still, patiently, and carefully, I explained over the emails that the only thing I want from them now is recognition for the discrimination and suffering I had to endure. (and not to be called a liar). A phone call could be enough, human to human.

>

> Mistakes we can see, people we can forgive, this should never happen again.

>

> Stephane

>

>

> ---

>

> I sent this to Alight CEO Stephan Scholl on Thursday August 24th and again on Monday 28th (from other email account in case previous email got stuck in spam) for both legal notice and hope for establishing a constructive dialog outside of courts and social media.

>

From: Stephane van der Aa stepvda@mac.com 
Subject: Fwd: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide
Date: 8 September 2023 at 15:46
To: Michael Rogers michael.rogers@alight.com
Cc: stephan.scholl@alight.com, johan.bosschaert@alight.com, boris.vanillaer@alight.com, alan.anker@alight.com, Caporali Astrid Astrid.Caporali@altius.com
Bcc: Stephane van der Aa stephane@stepvda.net, Stephane van der Aa stepvda@gmail.com, Stephane van der Aa stepvda@mac.com



Hi Michael,

Thanks for calling me earlier.

It took a bit of time since Stephan Sholl replied last week, but I'm really glad we both see ways forward. I truly want all involved to be able to get something better out of this than what we each have today.

Here's my other email address: stepvda@mac.com. I suspect some hacking on either of my email addresses so I will send another copy of this email from: stephane@stepvda.net.

If you like me to provide you a list of other incidents that point to problematic behavior from Boris, I can try to do so. Do let me know. There are other people who also suffered. One particular problem in Manila I remember caused a big stir. Me personally with Boris and from different roles in the company over 16 years, it went from ok to work with, to why cause trouble in my team, to being very difficult for no reason anyone could see that then also hurt the business. My last years at Alight it really felt as bully behavior and discrimination. This also makes me wonder if the earlier problematic behavior was also because he already was being a bully. A bully who back then was always very good at hiding the fact that he already was a bully. Sounds almost pathological and very manipulative.

As just discussed on the phone I want to have a meeting with Boris, Johan and possibly Alan so I can share what I went through and so they can also see what to me is obvious: this should not happen again.

If this can be organized at the latest by Tuesday next week, I will hold off publishing of the draft article as agreed last evening with your lawyers at Altius. The actual date for the meeting can of course be later.

I'm also adding another, longer document I started to write earlier this year. It is not fully finished and I have no plans to publish this one online yet. It gives a better inside into the broader context of my life so you can understand better why certain things were, became and are and still are part of me.

Aiming for a constructive dialog I'm adding all involved to this email.

My health today is not good. Life now forces me to reflect back on things as I am putting my affairs in order. I am still hoping for a miracle. My hope, determination and optimism, strange as that sounds, has actually never been higher. If this has to end up again with the lawyers, know that a dying man has nothing to lose. I will make sure this goes as wide as possible and as global as possible exploiting multiple legal angles and possibly multiple jurisdictions. I do believe I have more than enough grounds to sue Alight. This is without even looking at what other stories and evidence other "victims" will bring.

This being said, I've intentionally not involved my council yet. From my end and also in my head, I want to aim for the best outcome. Starting to worry about legal arguments and gathering the evidence for my lawyer is something I will only start to do if we don't get anywhere first without the lawyers.

Let us just sit down together and take the time it takes to talk about this human to human.
We will all come out of this better knowing we have the same humanity.

If any of you would like to talk to me first personally feel free to do so and call me.

Kind regards,
Stephane
+32493701601

Request for Stephane_gay_a
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23 KB

From: Stephane van der Aa stepvda@mac.com
Subject: Re: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide
Date: 29 August 2023 at 18:49
To: Stephan Scholl stephan@alight.com
Bcc: Stephane van der Aa stephane@stepvda.net, Stephane van der Aa stepvda@mac.com



Thank you.

The following might also be useful may you need to investigate further back in time:

What happened in Manilla? How many years ago was this, maybe 2017? I heard through the grapevine Boris Vanrillaer had to fly urgently to the MNL office. A sensitive HR issue supposedly forced him (willingly or not) to go to his Dev team and set things right face to face. I never asked for details. Didn't want to be indiscreet. Now I have to wonder, did someone else suffer a similar fate as me over there in the Philippines. Hopefully that did not have to lead to a suicide attempt or worse back then.

Should you need more time beyond the end of the week to look into this further, please let me know before Friday.

Kind regards,
Stephane van der Aa
+32493701601

On 29 Aug 2023, at 00:08, Stephan Scholl <stephan@alight.com> wrote:

Thanks for your note Stephane. This is to confirm receipt of it. I will look into this right away. Thx
Stephan

From: Stephane van der Aa <stepvda@mac.com>
Sent: Monday, August 28, 2023 4:12:04 AM
To: Stephan Scholl <stephan@alight.com>
Subject: Fwd: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide

[External]

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forever, tell your line manager I need that, because he will be annoyed by this demand/request...

> Line manager (Alan Anker) could empathize somewhat, complaint to HR, lead to a mediation but without the bullies present!? This was followed with a written conclusion where nothing with bad intentions ever happened and Stephane needs to do this and that to not feel discomfort at work. No mentioning of discrimination or bullying. I replied to my line manger first to try to set things straight in writing.

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> Fine, so I submitted my resignation in the month of May.

> Before this, I did actually get some work done around where the Product strategy should go: mainly a longer term vision on where to invest for the HR market so not to just catch up but to take the lead. The Product catalogue to me seemed messy, not coherent, and full of underused Products. I suggested an alternative. The everlasting optimist in me found the nerve and the guts to add this idea to my resignation letter. "Let's do this project and if you don't want to then please consider this my resignation" is how the letter ended. Though obviously it needed to be outside this toxic Products BU.

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> The letter kept on going and going, so detailed and so lengthy that I wondered if they started preparing this dismissal motivation letter even before covid broke out in March?

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> I had to fight this discrimination, this injustice, but no justice on the horizon.

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> I felt horrible once the anger subsided. It got to me to the point that life was now no longer worth living. The next month in September I tried to kill myself. The overdose of pills wasn't enough. Did I now not want to die, did I not consciously or subconsciously take enough pills of the not poisoness enough kind? It took me 6 months to get out of this hole I was shoved in.

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> Present-day.

> In 2023, I decided I wanted to take the stand and speak out: I want recognition for my suffering. Not only having been told in 2004 that I better not out myself as gay (so I didn't) for 16 years, the year when I tried to eventually come out of the closet at work they had to torture me and discriminate me and abuse me for no reason at all but their perverse pleasure. I posted what happened to me on LinkedIn. The post that did however catch Alights attentions was this post:

<https://nam04.safelinks.protection.outlook.com/>

url=https%3A%2F%2Fwww.linkedin.com%2Fposts%2Fstepyda_stephane-van-der-aa-on-twitter-activity-7061072590496227328-GDL-%3Futm_source%3Dshare%26utm_medium%3Dmember_desktop&data=05%7C01%7Cstephan%40alight.com%7C8469e204dd134892aee208dba79e81c7%7C232a81501ff64e00ad51c491fb66cb74%7C1%7C0%7C638288071447339205%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBtil6Ik1haWwiLCJXVCi6Mn0%3D%7C7000%7C%7C&sdata=5Cz0esabu4dzexEM3rx7FHN5

*Called ALTHIUS Astrid C 119 R3
Thx*

From: Stephane van der Aa stepvda@mac.com 
Subject: Re: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide
Date: 7 September 2023 at 18:00
To: Michael Rogers michael.rogers@alight.com
Cc: Stephan Scholl stephan@alight.com



Hi Michael, Stephan,

Can you please provide me an update on whether or not you are willing to have a discussion about this outside of court rooms and without lawyers involved?

I'm hoping for a meeting with the main actors: Boris Vanrillaer, Johan Bosschaerts and if possible Alan Anker. I'd like to explain what I went through, human to human.
This could take place in your Brussels office. Face to face is preferable.

In the meantime before posting the article online tonight, I did try to reach out to Alight. No one picked up a phone but offcourse the phone numbers I have might very well be out of date.
As a last resort I called your local council; Astrid Corporali from Althius. She understood my request and is going to progress it from her end. We agreed that I would wait until Tuesday to post this article online.

Regards,
Stephane

On 31 Aug 2023, at 21:32, Michael Rogers <michael.rogers@alight.com> wrote:

Stephane

I'm very concerned about the things you outline in your email below and if you are willing I would like to have a call with you to discuss them?

If yes, perhaps we talk one morning next week?

Thanks,
Michael

[Alight | Michael Rogers | CHRO | M: +44 \(0\) 7917883 763 | E-mail: \[michael.rogers@alight.com\]\(mailto:michael.rogers@alight.com\)](#)

From: Stephan Scholl <stephan@alight.com>
Sent: 30 August 2023 22:14
To: Stephane van der Aa <stepvda@mac.com>
Cc: Michael Rogers <michael.rogers@alight.com>
Subject: RE: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide

Stephane, I have now had a chance to learn some more about your situation and have asked our CHRO, Michael Rogers to look into this situation further as a matter of urgency. Michael is in copy here and will be in touch with you. He will also report back to me on this. Thank you contacting me.

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Sent: Monday, August 28, 2023 5:09 PM
To: Stephane van der Aa <stepvda@mac.com>
Subject: Re: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide

Thanks for your note Stephane. This is to confirm receipt of it. I will look into this right away. Thx
Stephan

From: Stephane van der Aa <stepvda@mac.com>
Sent: Monday, August 28, 2023 4:40:04 AM

From: Stephane van der Aa stephane@stepvda.net
Subject: Draft article about my dismissal at Alight and suicide attempt
Date: 6 September 2023 at 19:23
To: alan.anker@alight.com



Hi Alan,

Hope all is well. I want to give you a heads up about what is coming.
For me it is time to try to set some things right from the past.

I have prepared a draft article about the whole ordeal I went through in 2020.
Since I mention your name in the article, I'm sending you this email and would also like to give you the opportunity to comment.

You should know that I have sent this to your CEO Stephan Scholl and he replied early last week stating that the company is looking into this. Michael Rogers is also involved and I'm expecting a call from him.

My preferred way forward with this is not to publish this. I want to have a human to human talk and see where we go from there.
Actors for this would need to be at minimum Boris, Johan and preferably you. No lawyers.
Earlier attempts at this were promptly forwarded to Alight Belgium's law firm, Althius. Until the email I received back last week from Stephan Scholl all I got was written intimidations, aggressive wording and accusations I can really do without, such as being called a liar.

I hope after reading this, it all comes together for you as well. I'm not looking for anything else but sincere recognition for the suffering and discrimination I had to endure.

Lacking signs from Alight to open a constructive dialog this week, I will publish this article before the week is over.

We didn't speak in 3 years, but despite all that happened I always held great respect for you as a colleague and my manager.

Kind regards,
Stephane
+32493701601

Alight and Boris
Van Rill...e.docx

THANKS FOR YOUR NOTE STEPHANE. THIS IS TO CONFIRM RECEIPT OF IT. I WILL LOOK INTO THIS right away. Thx
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From: Stephane Van Der Aa stephane@stepvda.net
Subject: Re: Request for comment and discussion before or instead of publication - Alight pushing its own people to suicide
Date: 4 September 2023 at 21:39
To: Michael Rogers michael.rogers@alight.com



Hi Michael,

I haven't heard from you.
Please let me know when I can expect a call from you.

I don't wan to drag this on for days.
This important to me and hope it also is important to you.

Kind regards,
Stephane van der Aa
+32493701601

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Thanks for your note Stephane. This is to confirm receipt of it. I will look into this.

[QUALXCPH6ISUUNYNV5U%3D&reserved=0](#) .

> I got the idea for this post from a holocaust survivor's testimony who decided to forgive. This combined with the little-known fact that Nazi Germany also systematically exterminated gay people in Germany. This should attract people's attention and allow some to think: indifference leads to the worst in men. By which I also include my own indifference for not outing myself at work any sooner than I did and despite being told not to.

>

> I got a lot of sympathy from people who no longer work at Alight. What I also got was another, now recognizably aggressive letter, from Althius, their lawyers. They accused me of slander and lying. Wow: How can the truth be slander? Is free speech no longer allowed? What can one still say and share online? A few back and forth email with the lawyers and they stopped harassing me. I suspect their "Pro-Justicia" letter was more meant to intimidate and nothing else. Meaning they already knew they had no legal ground.

>

> Today one still has to wonder between the time that I submitted my resignation letter and the time that they fired me, 2 months went by. During this time they could have just signed my resignation letter and handed a signed copy back to me and I would be gone. Instead, they used this time to involve lawyers. Why did they not accept my resignation and saved everybody the cost and then anguish?

>

> Still, patiently, and carefully, I explained over the emails that the only thing I want from them now is recognition for the discrimination and suffering I had to endure. (and not to be called a liar). A phone call could be enough, human to human.

>

> Mistakes we can see, people we can forgive, this should never happen again.

>

> Stephane

>

>

> ---

>

> I sent this to Alight CEO Stephan Scholl on Thursday August 24th and again on Monday 28th (from other email account in case previous email got stuck in spam) for both legal notice and hope for establishing a constructive dialog outside of courts and social media.

>



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Stephane van der Aa

@stepvda

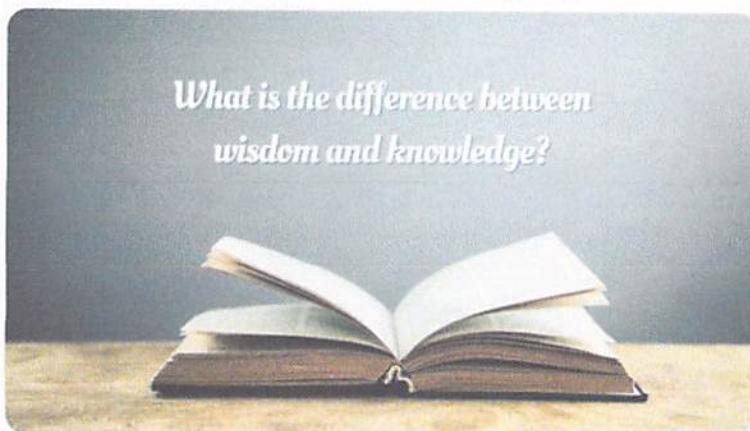
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Relevant people

Stephane van d...
@stepvda46 reasons why
to tweet and co
included. A disp
something for a
included!!!

Knowing more knowledge humbles one with the responsibility to use it well, preserve it in its intended truth, share it, teach it and know when to further knowledge with new knowledge and **especially** when not. Responsibility of knowledge can only be carried by our 8.000.000.000 collective human shoulders. When some of us don't know how to use knowledge wisely, or when some of us don't know enough, then destruction looms around the corner and our species extinction is next in sight. #wisdom @AlightSolution @StephanScholl @knuff



11:43 AM · Sep 7, 2023 · 1 View

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otlog2023
 par By lot wat
 poster ver die dat @Ander
 twerstt it of dat
 @AlightSoluti... al voor 23/4/2023

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Roy Eacups @RoyEacups · Sep 3
Topic: TI Talk - 9pm BST, Sunday Se...Inna Wahlberg @Inna_Wahlberg · Sep 1
I'm glad to hear it. Thanks for thinkin...Noam Grunes @NoamGrunes · Aug 31
Yes, IIRC it's possible to file any laws...Len Ber MD @PSardonicus · Aug 19
Struggling but the hope is more alive...Benson @1Benzon · Aug 14
Sent a link

Sarah Todd (Sh... @SarahTo5569... · Jul 3

Stephane van d...
@stepvda



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Stephane van der Aa @stepvda
46 reasons why to tweet and co included. A disp... something for a included!!!

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Roy Eacups @RoyEacups · Sep 3
Topic: TI Talk - 9pm BST, Sunday Sep 3...

Inna Wahlberg @Inna_Wahlberg · Sep 1
I'm glad to hear it. Thanks for thinking...

Noam Grunes @NoamGrunes · Aug 31
Yes, IIRC it's possible to file any laws...

Len Ber MD @PSardonicus · Aug 19
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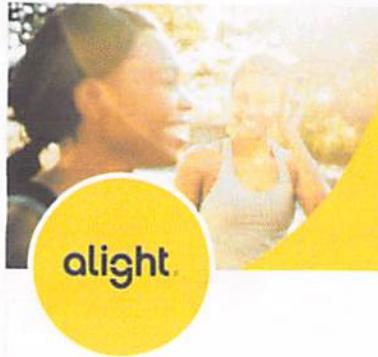
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Narcissists don't want love, they want attention. If they can't get positive attention, they will take negative attention. If they can't have your admiration, they will accept your rage. But they must provoke some response from you. That is their goal - to provoke a response, any response. It solidifies, in their minds, their power over you, that they are calling the shots, that you are weak, or gullible, or easily manipulated, or vulnerable or whatever they have labeled you in their mind that means you are "less", less than them. ~Kellen Venhouse

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Stephane van der Aa @stepvda · May 6

Replying to [@stepvda](#)**Fired for being gay?**

I wanted to take this **#discrimination** by my now former employer, to court. After one year of lawyers talking, [@AlightSolutions](#) decided to settle. I did have to sign an NDA document that I would not talk about the ongoing discrimination at that company. Oops 😊

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Stephane van der Aa @stepvda · Apr 22

Replying to [@stepvda](#)**Fired for being gay?**

Back in 2004, I was forced to hide the fact I am **#gay** when working at [@AlightSolutions](#) (former: NGA, NorthgateArinso). HR "strongly" advised me to not disclose my sexuality on the workfloor. I would hurt my career.... and this for an **#HR** company!!!!

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Stephane van der Aa @stepvda · Apr 23

Replying to [@stepvda](#)**Fired for being #gay?**

In 2020, after working **16 years** at [@AlightSolutions](#), I finally decided to come out of the closet at work. The year didn't end well for me professionally and I was **fired** in August. Does Alight CEO [@StephanScholl](#) know if these things are still going on now?

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Stephane van d... @stepvda

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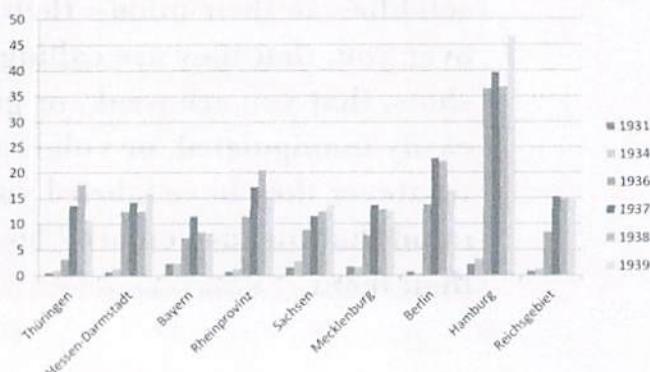
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Stephane van der Aa ✅ @stepvda · Apr 25

Fired for being gay? Here is a redacted bar-chart for Boris Vanillaer (@knuff). Pink colors are left out (just as the 30.000 gay Germans that were erased using concentration camps during the second world war). #holocaust #shoa @AightSolutions Andy Monshaw, @CEOatNGAHR, thoughts?

Anklagen nach den §§ 175/175a pro 100.000 Einwohnern im regionalen Vergleich

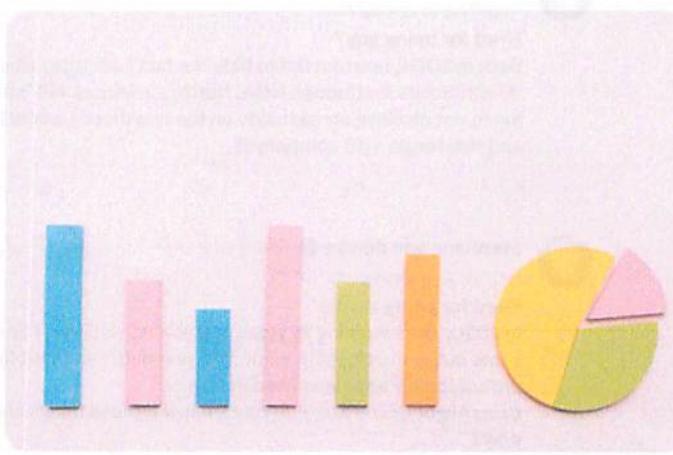


Stephane van der Aa ✅ @stepvda · Apr 24

Replying to @stepvda

Fired for being gay? @AightSolutions

During a meeting with my now former colleagues, Boris Vanillaer (@knuff) and Victor Gonzalez (@vgonzalezq1), Boris made a comment about a slide I was sharing. The bar chart was too pink for Boris. (I wasn't out at work at the time)



Stephane van der Aa ✅ @stepvda · May 6

Replying to @stepvda and @AightSolutions

Fired for being gay?

The irony is that even before being fired at @AightSolutions, I was planning to quit. I wanted something else in life than all this negativity at work. The good days from the "Arinso period" were long over and I was clinging on to the past and my 16 years... Show more

1



Stephane van der Aa ✅ @stepvda · Jun 2

Replying to @stepvda

Fired for being gay?

In the end a distant struggle with one person became completely disrespectful towards me. Was it narcissism, homophobia? I had to suffer. Mediation did not help and I was singled out by a bully.

Narc Free Living @NicoleAnicca · Jun 1

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Stephane van d...
@stepvda

31/08/2023

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Johan Bosschaerts 1:56 AM You: Als je dat wenst kan ik je de draft-post bezorgen.

Yannick Punie Aug 30 You sent an attachment

Frankie Bollaert Aug 30 You: Happy birthday! Ben je te laat maar dankjewel.

Lucie Peveri Aug 30 You sent an attachment

Florian van der Aa Aug 30 You: Ja idd, mijn leven staat weer es op zijn kop....

Victor Manuel Gon... Aug 30 You: How are things with you. I read on linkedin...

Viviane Van der Do... Aug 26 You: Hoe is het onderfussen met je...

Francine Francis Aug 4 Francine: Hi Stephane, We're looking for...

Harry Vyt Jun 30 Harry: ☺

Kris Bodaert Jun 23

Johan Bosschaerts
Senior Vice President Product at Alight Solutions

Stephane van der Aa TODAY

Dag Johan, de tijd van onze eerste meeting, ik bij DMR en jij bij PwC is al een hele tijd geleden. Ondertussen na 3 jaar voelt het ontslag bij Alight nog steeds wrang. Ik probeer na veel moeite zelf alles eindelijk een plaats te geven. De toegegeven wat onhandige posts hier op LinkedIn kwamen helaas, zo leek het, rechtstreeks bij jullie advocaten van Alithius terecht. Dit wil ik graag vermijden. Daarom heb ik mijn versie van het verhaal even neergeschreven en aan Stephan Scholl bezorgd. Volgens zijn reply email is hij er nu zelf mee bezig. Langs deze weg dus even het verzoek om het eens te kunnen van mens tot mens te bespreken zonder dat ieder zich moet wegstellen achter advocaten en rechtbanken. Juridisch gedoe is niet wat ik wil, al heb ik deze keer wel de juiste argumenten. Als dit nog niet gebeurd is verwacht dus van Scholl uit wat vragen. Zoals ik zei, wil ik het voor mezelf allemaal een plaats kunnen geven. De donkere ervaring delen en anderen de tools geven weer netzelfde probleem te kunnen vermijden zou al dit leed eindelijk toch tot iets goeds kunnen leiden. Dit is dus een uitgestoken hand naar jou en Boris ook. Het alternatief is dat ik mijn verhaal, inclusief zelfmoordpoging post hier LinkedIn. Ik denk dat we dit kunnen vermijden. Stephane

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Marc Sacré - Stefan Sacré - Piet De Smet - GerechtsdeurwaardersMiet Demeestere - Ben Van Schel - Pierre Sacré - Kandidaat-Gerechtsdeurwaarders

Ref. : F2290-23 / EJ



F2290-23_09030_131919

BETEKENING

Het jaar tweeduizend drieëntwintig, op TWAALF MEI

OP VERZOEK VAN:

De BV **NORTHGATEARINSO BELGIUM**, ingeschreven in het register van de B.T.W. onder nr. BE-0452.457.785, KBO nr 0452.457.785, met vennootschapszetel te 1070 ANDERLECHT, LENNIKSE BAAN 451,

Woonstkiezende bij ondergetekende Gerechtsdeurwaarder op zijn studie teneinde dezer.

Hebbende als raadsman Meester **Jada BRUCCOLERI**, Advocaat te 1000 BRUSSEL, Havenlaan, 86C / B414,

Ik ondergetekende Mietje DEMEESTERE plaatsvervanger van Marc SACRE, gerechtsdeurwaarder met verblijfplaats te 1081 KOEKELBERG, Jettelaan 32

HEB BETEKEND EN GELATEN AAN:

De Heer **VAN DER AA Stephane, Hans, Rudy**, geboren te Oostende op 25/10/1976, nationaal nummer 76.10.25-157.80, wonende te 1190 VORST, Van Volxemlaan, 208 / bs31,

alwaar zijnde en er sprekende met :

aldus verklaard, die mijn origineel niet tekent voor ontvangst van het afschrift;

Aangezien het exploot niet kon betekend worden overeenkomstig art. 33 tot 35 Ger. W., heb ik aan het voormelde adres om 14.55 uur een afschrift gelaten overeenkomstig art. 38 par. 1 Ger. Wb.

Een originele brief opgesteld door de raadsman van verzoekende partij op TWAALF MEI 2023 en gericht aan de hierboven betekende

Deze betekening doende ter kennisgeving, inrichting en tot zulk einde als naar recht.

En opdat gedaagde partij hiervan niet onwetend zou zijn, heb ik haar, zijnde en sprekende zoals hierboven is gezegd, afschrift van onderhavig exploot achtergelaten, zonodig onder gesloten omslag, gelijkvormig de bepalingen van de Wet.

Uw persoonsgegevens worden opgenomen in een databestand. U heeft overeenkomstig de privacywetgeving het recht om uw gegevens in te kijken en een verbetering te vragen van onjuiste of onvolledige gegevens. Bij vragen kan u e-mailen naar gdw@sacrem.be

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Dhr. Stéphane Van Der Aa
Van Volxemlaan 208/31
1190 Vorst
België

Per en e-mail, alsook per gerechtsdeurwaardersexploit

Brussel, 12 mei 2023

Geachte heer Van Der Aa,

Betreft : Eis tot staken van lasterlijke uitletingen
Onze ref. : 20130000231

We schrijven deze brief namens onze cliënte, uw voormalige werkgever, Northgate Arinso Belgium NV, deel van de Alight groep (hierna samen "Alight"), inzake uw recente lasterlijke en beledigende uitletingen op sociale media platforms tegen onze cliënte en leden van haar management en personeel. We zijn in kennis gesteld dat u publiekelijk hebt beweerd dat u zou zijn gediscrimineerd omdat u homoseksueel bent en dat u tijdens uw dienstverband bij Alight slachtoffer zou zijn geweest van vijandig/homofoob gedrag. Onze cliënte weerlegt deze beweringen en aantijgingen ten stelligste.

1.

Ten eerste is Alight als bedrijf een grote voorvechter van diversiteit en inclusie op de werkplek en hanteert het een nultolerantiebeleid tegen elke vorm van discriminatie. De uitgebreide beleidslijnen ("policies") en de praktijken van onze cliënte verbieden niet alleen elke vorm van discriminerend gedrag op de werkplek, maar bevorderen en ondersteunen ook diversiteit, met inbegrip van seksuele geaardheid. Alight staat er op dat al haar werknemers voorgaande naleven en beschuldigingen inzake discriminerend gedrag worden ernstig genomen en grondig onderzocht. Er is ook een (anonieme) ethische hulplijn die door een derde partij wordt beheerd. Indien nodig worden passende disciplinaire maatregelen genomen.

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IN COOPERATION WITH TIBERGHIEN

Om deze redenen is elke bewering dat Alight personen discrimineert op basis van hun seksuele geaardheid gewoonweg ongegrond en onwaar en onze cliënte betreurt ten zeerste dat uitlatingen van het tegendeel publiek worden gemaakt.

Zoals u heel goed weet, was uw seksuele geaardheid compleet irrelevant voor uw vertrek bij het bedrijf. Zoals u reeds uitvoerig en schriftelijk is uitgelegd bij verschillende gelegenheden in het verleden, werd uw dienstverband beëindigd om legitieme redenen in verband met uw werkprestaties en gedrag en niet vanwege persoonlijke kenmerken van welke aard ook.

Alight verwerpt en veroordeelt met klem uw vergelijking van haar organisatie en/of haar acties met de wredeheden van het Naziregime. Dergelijke vergelijkingen zijn niet alleen volledig onjuist maar bijzonder beledigend. Onze cliënte is van mening dat het belangrijk is om de herinnering aan degenen die hebben geleden en zijn omgekomen als gevolg van de wredeheden begaan door het Naziregime te respecteren en om geen lichtzinnige vergelijkingen te maken met dergelijke wredeheden.

2.

Ten tweede willen we u eraan herinneren dat u, als onderdeel van de dadingsovereenkomst waarmee u na uw vertrek bij uw voormalige werkgever bent akkoord gegaan, gebonden bent aan strikte vertrouwelijkheidsclausules en aan een reputatieclausule. Door de dadingsovereenkomst te ondertekenen hebt u er onder meer uitdrukkelijk mee ingestemd geen lasterlijke of beledigende uitlatingen te doen over onze cliënte, haar management of uw voormalige collega's, met inbegrip van uitspraken die hun reputatie of aanzien in de gemeenschap zouden kunnen schaden. U hebt ook aanvaard om u ervan te onhouden op publieke fora te verwijzen naar het bestaan van de dadingsovereenkomst die partijen hebben gesloten. Door de beweringen en aantijgingen die u hebt geuit en door op een openbaar forum te verwijzen naar de overeenkomst die na uw vertrek werd ondertekend, schendt u derhalve de vertrouwelijkheidsclausules en de reputatieclausule van de overeenkomst. U weet ook heel goed dat de ondertekening van de dadingsovereenkomst volkomen losstaat van enige vordering die u beweert te hebben ingediend op grond van enige vorm van discriminatie die u in feite voor het eerst naar voren brengt in uw recente uitlatingen op sociale media.

3.

Ten slotte schendt u ook de privacyrechten onder de GDPR, aangezien u personen persoonlijk hebt benoemd in uw berichten zonder hun toestemming en zonder legitieme redenen.

4.

Wij stellen u in gebreke om onmiddellijk alle lasterlijke en beledigende uitlatingen die u hebt verspreid op alle openbare forums en sociale mediaplatforms te verwijderen. Wij stellen u ook in gebreke om onmiddellijk te stoppen met het verder verspreiden van lasterlijke en beledigende uitlatingen over Alight en haar bestuurders, management en personeel. Uw acties veroorzaken aanzienlijke schade aan Alight en aan haar reputatie en zakelijke belangen, alsmede aan de reputaties, zakelijke en/of persoonlijke belangen van haar bestuurders, management en personeel. Wij eisen dat u alle verwijzingen naar aan Alight gerelateerde personen (bv. de CEO van Alight, uw voormalige collega's, enz.) onmiddellijk uit uw sociale media posts verwijdert en in de toekomst niet meer verwijst naar deze personen in uw sociale media posts.

We wijzen u erop dat Alight zich het recht voorbehoudt alle beschikbare rechtsmiddelen aan te wenden indien u niet binnen de komende 24 uur gevolg geeft aan deze brief, met inbegrip van maar niet beperkt tot het eisen van een schadevergoeding voor de door uw handelingen veroorzaakte schade, alsmede het indienen van een strafrechtelijke klacht wegens laster en eerroof op grond van artikel 444 van het Strafwetboek.

Tot slotte verzoeken we u dringend om uw gedrag bij te sturen en in de toekomst op een verantwoordelijke en ethische wijze te handelen om verdere schade aan de reputatie van Alight en haar bestuurders, management en personeel te voorkomen. We vertrouwen erop dat u onmiddellijk en onverwijld aan de eisen en ingebrekestelling van Alight zult voldoen en deze brief dient om u te herinneren aan uw verplichtingen uit hoofde van de dadingsovereenkomst en de mogelijke gevolgen van uw daden.

Hoogachtend,



Astrid CAPORALI



Philippe DE WULF

Chronologie en weerlegging motivatie Covid praktijk

Op p.4 in motivatie 3de paragraaf spreekt dat het "essentieel is dat medewerkers tijdens Covid ALTIJD geconnecteerd zijn.

vragen hierbij

dit is naar mijn weten niet op voorhand meegedeeld?

hoe kan men dit afdwingen volgens de Belgische wet?

het gaat hier over het controleren van medewerkers bij hen thuis, niet op de normale werkplek waar andere privacy regels van toepassing zijn

op pagina 2 spreekt men dat werknemers veel vrijheid wordt gelaten hun werk zelf te organiseren, dit lijkt in tegenstrijd met altijd geconnecteerd zijn

Eerdere afwezigheden

Op p.4 eerder op het jaar afwezig vanaf mei.

Bij het hernemen van werk in maart heb ik zowel Alan Anker als Johan Bosschaerts op de hoogte gebracht van mijn medische situatie waaronder slaapproblemen, epilepsie en bijwerkingen van medicatie. Concreet heb ik hen voordien gewaarschuwd dat ik dit soms betekend dat ik door te weinig te slapen, mij te overslapen afspraken zou kunnen missen. Hierbij heb ik ook vermeld dat door het wisselen van mijn epilepsiemedicatie mijn depressieklachten afnamen helaas heeft ook deze nieuwe behandeling bijwerkingen. Men was geïnformeerd hierover op voorhand en men heeft toen niet gezegd dat dit een reden was om niet terug aan het werk te gaan.

Voorval op 22/23 mei wijd ik aan voorvermelde reden. Voor zo ver ik me goed herinner was de eerste gemiste meeting met Frederic Verjans die ik toen ook op de hoogte heb gebracht. Alan Anker was daar niet meteen bij betrokken maar ik heb hem hier wel van geïnformeerd.

Beweringen afwezigheid en deeltijds werken

Tijdens maart en april werkte ik 3/5 en daarna 4/5. Een concreet werkschema was nooit duidelijke afgesproken ten voordele van flexibiliteit. Men houdt hier geen rekening mee wanneer ik al dan niet zou moeten werken.

Meetings afgezegd door Alan Anker

Op 15 of 16 juli was een 1to1 meeting met Alan gepland. Ik was de dag voordien gehospitaliseerd maar had wel het nodige gedaan om toch tijdens mijn ziekte deze meeting met Alan bij te wonen. Deze meeting werd ongeveer een uur voordien door Alan afgelast. Alan was toen online op Teams. Ik sprak hem hier over aan en stelde hem voor alsnog de meeting te laten doorgaan. Alan zei me toen dat hij op de hoogte was gebracht van mijn ziekte via Magda (die van via Elsie op de hoogte was - mail 15/7 aan Elsie). Alan verkoos er toen voor om ondanks we gechat hadden op Teams en ondanks mijn bereidheid de meeting niet te laten doorgaan om deze te annuleren.

Contactpogingen omstreeks 24 juli

In het verleden verliepen alle HR contacten via Elsie Smekens. Plots komen daar Gaëlle Marine Ollagnon-Chopard en Magdalena bij. Dit was voor nieuw en verwarrend. Het werd bijzonder onduidelijke met wie contact te nemen voor wat. Het was nooit de bedoeling iemand opzettelijk te negeren.

Geen of onduidelijke werkopdrachten sinds 25 juli

Zie mail aan Elsie van 25/7.

Ik leg hier mijn gesprek met Gaëlle-Marine uit waarin duidelijk maakte dat sinds mijn afgewezen ontslag, mijn werkrelatie met Alan vertroebeld was. Ik stelde daarom voor om mij tijdelijk op onbetaald verlof te plaatsen (wat men furlough noemt). En dit in afwachting van een verbetering van de werkrelatie. Gaëlle-Marine vond dit toen niet nodig.

Terzijde: furloughs werden toen van iedereen gevraagd vanuit een bezuinigingsoperatie in het kader van Covid19. Het leek me dan ook vanzelfsprekend dat ik dit ook zou doen.

Sinds ik mijn ontslag had aangeboden en dat voorzover ik begreep werd geweigerd heb ik mezelf wat "low-profile" willen houden om de situatie niet op de spits te drijven.

Verwijzingen naar uitspraken van mij waar ik niet of minder heb gewerkt hebben in de eerste instantie te maken met de verzuurde situatie ontstaan na: - 1. klacht pesten discriminatie door ondermeer Boris Vanrillaer - 2. mijn ingediend ontslag die werd geweigerd

Connectiviteitsproblemen na hospitalisatie en

verlies telefoon.

Ene telefoon was verloren, andere was in herstelling bij Coolblue, dit betekend dat connectiviteit die afhangt van Two-Factor Authentication (2FA) om de zoveel tijd een extra code nodig heeft die vanop een telefoon met Microsoft Authenticator moet komen. Dit heb ik ook uitgelegd in email aan Elsie van 25/07. Dit heeft ondermeer een impact op Teams en email.

Tijdens deze periode heb ik tijdelijk gebruik gemaakt van mijn privé email omwille van deze problemen.

Afwezigheid 1to1 29 juli

Men beweert toen 8 dagen geen nieuws van mij te hebben ontvangen (sinds hospitalisatie).

Men heeft toen een aangetekende ingebrekestelling gestuurd. Dit was de eerste en enige. Ik heb toen aan Elsie hierover verduidelijking gevraagd; "Wil men mij ontslaan?" Haar antwoord was helemaal niet, dit heeft daar niets mee te maken. Ook cfr 30/7 mail

Verdere contactpogingen van mij

Voicemail van Gaëlle-Marinne naar mij toe met verzoek contact op te nemen de dag zelf. Ik kreeg toen een bericht terug "Je t'appelle plus tard" wat niet gebeurde. Hiervoor had ik al geprobeerd te bellen.

Dit alles terwijl men mij verwijt dat ik niet geconnecteerd had en niet bereikbaar

was. Herinnering ingebrekestelling 30/7

Dit is een herhaling geen nieuwe.

Offline werken

Op p. 12 legt men uit dat men uit dat verder werken mogelijk is zonder te connecteren zonder 2FA op de laptop die nog steeds in mijn bezit was. Dit is in tegenspraak met eerdere beweringen dat ik altijd geconnecteerd moet zijn (p.4). Hiermee lijken beweringen dat ik niet aan het werk was omdat ik niet zichtbaar geconnecteerd was ook niet te kloppen.

Eis om terug op kantoor te gaan werken 31/7.

Ik ben tegemoet gekomen aan de vraag om terug op kantoor te gaan werken omdat men vond dat ik thuis niet kan werken of niet werkte. Ondanks de Covid19 pandemie en de algemene richtlijn om thuis te werken ben ik toen toch naar kantoor geweest. Ik verwachtte toen eerder dat dit voor een langere periode zou zijn, maar men zei mij toen meteen op de eerste dag dat ik niet meer hoefde op kantoor te komen werken nu men mijn éénmaal gezien had. Allemaal een beetje raar in Corona tijden en met de insinuaties dat ik thuis niet kan werken.

Formele tot orderoeping p.14

Bij aanwezigheid op kantoor op vrijdag 31/7 werd geen formele tot de orderoeping herhaald door de personen aanwezig op kantoor. Ik heb toen wel mijn aanwezigheid telefonisch gemeld aan Gaëlle-Marine maar voor zover ik me herinner werd daar niets nieuws verteld.

Eerste ontslag op 4of5/8

Op woensdag werd mijn gewoon ontslag gemeld in een videoconferentie met daar aanwezig Alan, Gaëlle-Marine, Elsie. Ik was toen geschokt en heb toen enkele dagen (donderdag en vrijdag) vakantie gevraagd en gekregen. De maandag daarom heb ik nog 3 bijkomende dagen vakantie gevraagd om met mijn ouders door te brengen. Alan sputterde toen tegen omdat ik dit niet lang genoeg op voorhand zou hebben gedaan. Ik antwoordde toen dat ik vermits mijn 4/5 werk het recht had die maandag flexibel in te richten en indien hij mijn vakantieverzoek zou weigeren dan zou ik dat verder op de week nog kunnen goedmaken vermits toen maandag waren.

Tweede ontslag, ditmaal om dringende redenen, aangekondigd op 17/8

Werd mij aangekondigd op 17/8 omdat ik de donderdag en vrijdag hiervoor ongewettigd afwezig was. Hierbij houdt men geen rekening met mijn 4/5 waardoor ik eigenlijk maar 1 dag ongewettigd afwezig was.

Volgens mij werd mijn werk account reeds tijdelijk afgesloten het weekend voor 17/8 en werd deze tijdelijk weer aangezet om op 17/8 mijn dringend ontslag aan te kondigen. Anneke Rogiers, office manager alludeerde bij inlevering wagen en zo op weer een tijdelijk

dan definitieve blokkering van mijn account die moet worden aangevraagd.

From: Stephane van der Aa MAILER-DAEMON
Subject: Star Wars
Date: 25 May 2020 at 21:30
To: Alan Anker alan.anker@ngahr.com
Cc: Stephane van der Aa stephane@stepvda.net

Hi Alan,

I was born in the year 1976, the next year George Lucas released "A New Hope".

I'm not going to attempt to justify my absence last Friday May 22nd. It was wrong. I know it. Nonetheless it did force me to finally see the elephant in the room. I told you earlier that week, I need a bit less of being pulled in all directions in my thoughts. I could say I need a bit more One Direction in my head but turns out they were all gay (joke).

Every day at Products I see how the Team has been put to ruble through mismanagement. Keeping people stressed and full of fear to stop them from thinking, don't mind innovating, is the only way they are able to keep it up. However you can only go so stupid.

Now I have to become mindful of contracts and obligations. Every idea I crystallize is one that belongs to Alight, one that I must leave behind if...

Therefore this is my last and final try to make this work at Alight with colleagues I admire and respect. The past months have driven me to the conclusion that I can only make this work on my own terms which requires trust. To date, none is left in Boris and Johan B.

Today I am still able to steer concept towards one particular market or another. Tomorrow I may not. To that end Alight's market is a hedge. Other such hedges may exist elsewhere or they may not. Not being driven much by money I still have to appreciate that monetizing ideas in today's economy is only hindered by my weird sense of humor. Being able to trust that my ideas will be used well by someone I trust is what I need now.

I tried and failed to "kiss and make up" at Products. This will not work.

If Alight wants to become the other chunk of the 25% of the S&P it will have to be coming from a different "silo". Get me a new team and another boss of boss with some committed funding to my 5Y plan which will be part 1 of 3. Team should be US based for obvious labor law and skillset and based in a central location. For myself that would also mean a green card. Clearly I can't pitch anymore to B&J. Approaching our CEO directly would be disrespectful to you as well J&B so I won't. Get me a formal approval that we need a Strategic Product Development group that can exist on its own otherwise I am simply wasting my time and Alight's money.

If this is not possible then this will be my formal letter of resignation. Be mindful that in Belgium this only means the beginning of another eternity which I believe means a notice period of 3 to 6 months (old legislation may apply based on 1/1/2005 contract date). I still remain hopeful of a constructive conversation. I can't repeat this enough. If this is not possible then please provide me your formal acceptance of my resignation.

Kind regards,
Stephane

From: Stephane van der Aa MAILER-DAEMON
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Date: May 25, 2020 at 21:30
To: Alan Anker alan.anker@ngahr.com
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Kind regards,
Stephane

back now. The investigation by Lydian that is now finished would be ideal to facilitate this.

UPDATE 05/01/2024 - Alight is suing me for publishing this article.

I tried everything not to turn this into a legal battle but alas.

I just received a "Pro-Justitia" (subpoena in English). Here is the complete document: <https://drive.google.com/file/d/18jfLdMREJAV7p10NSzOscepZehQpcRJ5/view?usp=sharing>

Does anyone have any legal advice? Right now, I'm too sick and just empty to deal with it myself. So please if you can help and believe this cause contact me. Court date is set for the 25th of this month.

Stephane

Published by



Stephane van der Aa
Dev Research at stepvda.net
Published · 1w

5 articles

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Patrick Bernard and 61 others 23 comments

Reactions



23 Comments

Most relevant ▾



Add a comment...



Stephane van der Aa · You
Dev Research at stepvda.net

5h ...

When people leave Alight.com they join competitors that all have a higher customer satisfaction (according to google bard);
<https://g.co/bard/share/2453c287f14a>
Alight is trailing the TOP20 Customer Satisfaction (#csat) list.



Link copied to clipboard.



Kim Delbeke • 1st

Passionate Innovator | Transforming Challenges into Opportunities |
 Let's connect and explore the possibilities together! | #InnovationEnthusiast #CollaborationMatters"

1d ...

I hope this message finds you well despite the challenging circumstances. I'm shocked to read this happened to you.
 I wanted to take a moment to express my deepest appreciation for the incredible dedication and hard work you consistently brought during the time we have been working together during the good old SCT Team days. Your contributions were immeasurable, still remember you're still answering emails during night time, and your commitment to excellence set a standard that inspired us all.
 Take care Stephane!

Like 2 Reply

Stephane van der Aa • Author
Dev Research at stepvda.net

4d ...

In the mail...
 UPDATE 05/01/2024 - Alight is suing me for publishing this article.
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 Stephane

[20240105145553_Pro_Justitia_from_Alight.pdf](#)
drive.google.com

Like 1 Reply



Ana Abad Arranz • 1st

Software Engineer at Novatec Software Engineering

1w ...

First of all, I'm really sorry to read about your history and how far things went with you. I feel the need to tell you that unfortunately I certainly know what you are talking about since I worked with him too. Wrapping it up, he bullied the whole team I was working with in that same company. We were working in the office located in Granada and I have seen several people leaving the company with recurrent anxiety attacks because of him (me included). He did daily racist comments against my team, putting so much pressure with unreasonable goals and the consequent screaming and blaming when we (obviously) didn't reach them, to the point we wrote a letter signed by all of us to HR department and for our surprise, it made no difference at all. I resigned and they told me I was "indispensable" for the project for another two months and when I said the maximum I could stay (thinking of my team and my friends I was leaving behind) was 1 month, they gave me a garden leave a few days after making me leaving the company I had worked for for 5 years, from one minute to the next.
 Luckily, we all left the company and we realized that man is really NO ONE in the real world.

Like 9 2 Replies



Ana Abad Arranz • 1st

Software Engineer at Novatec Software Engineering

1w ...

Ana Abad Arranz So I just can wish you find a job where you feel valued and work with people that worth it. Believe me, you don't have to stand this kind of behavior from nobody.

Like 1 Reply



Stephane van der Aa • Author

Dev Research at stepvda.net

3d ...

Ana Abad Arranz

Thanks for speaking out as well Ana.

Link copied to clipboard.

Alight and @BorisVanillaer made me commit suicide. I LinkedIn

If you can get others from your former team or ex-colleagues to speak out about this here as well would be appreciated.

[Like](#) | [Reply](#)



Silvia Garcia • 1st

Therapist, Acupuncture TCM, Massage, Feng Shui Master.

6d ...

Hi. I think we never got to meet in person during my time at NgA (17 yrs).

Sadly what happened to you does not surprise me.

Being gay and be open about it is no reason at all to bully anyone.

In fact, nothing, absolutely nothing is acceptable to be bullied about.

You are gay? Good for you. You are red haired? Good for you.

Vegetarian? Whatever... As long as you do the job you are being paid for, you could be a 6 legged alien and that should not be an issue.

(Talking about reasonable behaviour, with at least the minimum professionalism and courtesy towards one another obviously).

I saw some other people being bullied about, and same happened, bullies were not taken into the mediation room to discuss about it.

At the time I was there (not sure if still in place) supposedly there were mechanisms to escalate those things and we had to do online training to learn the "values" of the company and rise a "whistle-blow" if we were aware of any racial, sexual or religion discrimination. What a joke!

Pat on your back and same stuff... Either you swallow your pride and look way or you can search for prospects somewhere else, you know where exit door is.

Conclusion: get away from toxic people. Chin up & go with style. ☺

[Like](#) • [2](#) [Reply](#) • 1 Reply



Stephane van der Aa • Author

Dev Research at stepvda.net

3d ...

Silvia Garcia

Thanks for your comment and support Silvia.

These mechanisms to ask for help, get mediation, even online trainings, in hindsight it looks like it's something they do so they don't need to deal with the real problem. Of course now I'm biased. Creating awareness no matter how is good, but it is not enough. Needs to be more than "maintaining the appearance of normality".

[Like](#) • [2](#) [Reply](#)



Patrick Bernard • 1st

Product Director - Quality

1w ...

Stephane,

Sorry to hear what happened but unfortunately, I'm not surprised. Keep fighting.

Regards,

Patrick

[Like](#) • [6](#) [Reply](#) • 1 Reply



Stephane van der Aa • Author

Dev Research at stepvda.net

3d ...

Patrick Bernard

Thanks Pat. Also especially to you I want to say here that I wish things could have been different in the good days of SCT. I was in the closet and socially awkward, still I was proud of the job I did and the results we delivered, in part thanks to your leadership.

[Like](#) • [1](#) [Reply](#)



Antonio Giráldez (He/Him) • 1st

Payroll Service Director

1w ...

Things should not get that far. You are a good professional. You are brave. That is what counts.

Good luck Stephane!!!

✓ Link copied to clipboard.

Thanks Antonio. Feels good to read your words. This ordeal did bring me plenty of self-doubt. Getting this published today, was a difficult decision for me. Still, it is how we learn. When we get it wrong, we need to figure out more. I felt wronged, I wanted Alright to tell me either that I missed something, and they didn't get it wrong OR (more likely truth) they see the mistake as well and are able to learn from it.

Either way I also need to learn and understand what I couldn't, and still cannot, reconcile in my mind the last 3 years. This can happen again to another another Alright employee, just like me, a he or a she that commits suicide just because the human was no longer in the equation.

"Kill all the lawyers", Shakespear said.

[Like](#) · [Comment](#) 1 · [Reply](#)



Juan Antonio Quesada Gálvez · 1st
Senior Software Engineer en Invoke

6d (edited) ...

I'm very sorry that you had to live that situation. That shouldn't never go that far. Sadly, I'm not surprised at all, as my colleague Ana has already mentioned, we know very well what this individual is capable of. But although this behavior is intolerable, what is more serious to me is the response from the company, protecting this person des... [...see more](#)

[Like](#) · [Comment](#) 6 · [Reply](#) · 1 Reply



Manuel Lucena · 1st

SysAdmin, Site Reliability/Platform Engineer and Gray-ish hat/Purple Team, DevOps Evangelist, Agilist and [H]ac[k]tivist. Scout: SCRUM Master Certified. Ex-RoR dev. "EV Expert"

5d ...

Dear Stephane van der Aa

First off, I'm really sorry you had to go through that hell. Just as [Juan Antonio Quesada Gálvez](#) and [Ana Abad Arranz](#), I was part of the team they mentioned, being the last one to go alongside two other colleagues. I can confirm every single word they said about our situation and the fact that the guy is demonstrably evil. And, yes, unfortunately, the guy is untouchable on Alright/NGA/Whatever they are called now. Gladly, just as Ana said, Boris is an absolute nobody outside his company bubble. And he knows it. That's his cross to bear: when (because it's not a matter of _if_) he'll leave the company, he's gonna have to face the music and deal with the fact of his absolute irrelevance on the industry. You keep working on your healing and know that you have a lot of us rooting for ya. Please feel free to contact me if you wanna talk.

[Like](#) · [Comment](#) 4 · [Reply](#)



Olga Rodríguez Galan · 1st
Sr. Manager Special Projects en CloudPay

1w ...

[Stephane van der Aa](#) . It is unacceptable what they did to you. And I hope Alright opens an investigation that involves everyone, from the people you mentioned to the ones you didn't but did not do anything to protect you.
Unacceptable!
You are brave and good professional, i am sure you will find a better place.
I wish you the best. Muack

[Like](#) · [Comment](#) 5 · [Reply](#)



Marcus Thurner · 1st
Digital Transformation Advisory Services

1w ...

[Stephane van der Aa](#) , this are not the posts I expected to read on January 1st. I'm really sad to read about what happened to you. I hope you will have a better place to work now. Looking forward to meet you again, whenever this will happen. Have a great start into 2024.

[Like](#) · [Comment](#) 2 · [Reply](#)



Viviane Van der Donckt · 1st
Director Global Alliances at Alright Solutions

2d ...

Link copied to clipboard.

Alight and @BorisVanillaer made me commit suicide. I LinkedIn

don't agree with them.

Is it now a day so difficult to have a conversation?

Chocked to read the story and more chocked to read the comments from the colleagues.

[Like](#) · [Comment](#) 3 | [Reply](#)

Antonia Cabrero · 1st

Director Human eXperience Management at SCL Consulting

1w ...

Wow, I am so sad this happened Stephane. You are a really hard worker and better person, being gay or not, doesn't matter. I hope you can received the call you are waiting for. Happy new year 2024, I hope you would find the place make you happy. Hugs and kisses.

[Like](#) · [Comment](#) 4 | [Reply](#)

Alexandra Bigotte de Almeida · 2nd

Senior Marketing, Product & Project Manager | Woman in Tech:
 Software ◉ I Build High-Performance Teams & Streamline Operations
 ◉ Content for Personal Development and Business Growth ◉
 Advocate for Respectful Workplaces

1d (edited) ...

Hi **Stephane van der Aa**; I came across your powerful story, and I can relate to the challenges you've faced – speaking out about abuse, questioning life, dealing with censorship on social media (thoughts without targeting anyone) and messages (stating facts), and the legal hurdles where conclusions reflected power dynamics more than actual evidence.

Disrespect often comes from personal struggles, but that doesn't excuse it. It should never be tolerated, no matter the reasons.

The subtle exploitation of vulnerabilities may invoke empathy for the abuser, but it doesn't make their actions right. We're strong, but we all have our breaking points. Those who stay silent when they see wrong become part of the problem, as you rightly said.

Expressing these experiences and revisiting our journeys requires courage, and I genuinely appreciate your strength. Venting on social media often becomes a last resort to be heard, seeking a sense of justice and fairness that seems elusive elsewhere. I understand the need to be heard. Let's connect—I believe it could be mutually supportive. I'd love to chat and share our journeys.

Regardless, I really hope you find the closure you're looking for. Wishing you peace on your healing journey. 🌟

[Like](#) · [Comment](#) 2 | [Reply](#)

Some comments may not be displayed in the Most relevant view. To see these comments, select Most recent.



Stephane van der Aa

Dev Research at stepvda.net

More from Stephane van der Aa



Identity & history: we should become our own examples more then lookin...

Stephane van der Aa on Lin...



Highway Startup Methodology

Stephane van der Aa on Lin...



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8m

1 of 3



cl

nc Bard was just updated. See update

In the ranking of companies with the most toxic work places which place in this list does Alight.com have?

<https://g.co/bard/share/00d7b12512f5>

co fla

Published January 7, 2024 at 01:47 AM



which place in this list does Alight.com have ?



Alight.com ranks 18th on the list of top 50 companies with the most toxic work environments.

543

Alight was founded in 1997 and is a leading provider of technology-enabled benefits administration, human capital management, and health and wellness solutions. The company has over 4,000 employees and operates in over 100 countries.

Alight's toxic work environment has been attributed to a number of factors, including:

- **High turnover rate.** Alight has a turnover rate of over 20%, which is significantly higher than the industry average. This turnover rate is likely due to the company's demanding work culture and its lack of investment in employee development and training.
- **Poor work-life balance.** Alight employees are often required to work long hours, and they are not given enough time off to recharge. This can lead to burnout and resentment.
- **Lack of communication.** Alight employees often feel that they are not heard or that their concerns are not taken seriously. This can lead to frustration and a sense of disconnect from the company.
- **Lack of diversity and inclusion.** Alight has been criticized for its lack of diversity and inclusion in its workforce. This lack of diversity can lead to a culture of exclusion and a feeling of isolation among certain groups of employees.

Alight has taken steps to address some of these concerns. For example, the company has implemented a new performance management system, and it has also invested in employee development and training programs. However, more needs to be done to create a more positive and inclusive work environment at Alight.

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click

Bard was just updated. See update

now add the customer satisfaction rating to this list and include alight.com in the list as well

<https://g.co/bard/share/2453c287f14a>

co fla

Published 9 January 2024 at 15:21



now add the customer satisfaction rating to this list and include alight.com in the list as well



Sure. Here is a summary of joiners for the last 5 years, with total number of joiners per company and their customer satisfaction rating:

VO

Company	Total Joiners (2019-2022)	Customer Satisfaction Rating (2023)
Mercer	400	70
Willis Towers Watson	290	71
Accenture	240	72
Deloitte	200	73
KPMG	160	74
Ernst & Young	120	75
Fidelity Investments	73	76
UnitedHealth Group	42	77
Humana	21	78
Blue Cross Blue Shield	11	79
Cigna	41	80
Aon Hewitt	23	81
ADP	15	82
Voya Financial	10	83
Great West Life	7	84
Principal Financial Group	4	85
Marsh McLennan	2	86
Alight.com	169	69

As you can see, Mercer, Willis Towers Watson, Accenture, Deloitte, and KPMG are the companies that Alight.com employees are most likely to join. These companies also have very high customer satisfaction ratings, which may be a factor that attracts Alight.com employees.

[Continue this chat](#)



Search Experiment

?

The Bard was just updated. See update

click

what sources did you use for this ranking?

<https://g.co/bard/share/c302257600de>

co fla

Published 8 January 2024 at 11:47



what sources did you use for this ranking?



This ranking was created by combining and analyzing data from multiple sources, including:

View

- Glassdoor is a website where employees can anonymously review their employers. Glassdoor is particularly useful for identifying companies with toxic work environments, as employees are more likely to be honest about their experiences when they are not afraid of retaliation.
- CareerBliss is another website where employees can review their employers. CareerBliss focuses on measuring employee satisfaction, and it has a ranking of the top 100 companies with the most satisfied employees. By comparing this list to the list of the top 50 companies with the most toxic work environments, we can identify companies that have a significant gap between employee satisfaction and employee morale.
- Vault is a website that publishes rankings of companies based on a variety of factors, including work-life balance, compensation, and career growth. Vault's rankings can be useful for identifying companies that are generally considered to have good work environments, and we can then compare these companies to companies that are known to have toxic work environments to see how they stack up.
- The Wall Street Journal has published a number of articles about toxic work environments in recent years. These articles have provided valuable insights into the causes and consequences of toxic work environments, and they have also identified specific companies that have been accused of fostering such environments.

[Google Privacy Policy](#)[Google Terms of Service](#)[Your privacy and Bard](#)[Generative AI Additional Terms of Service](#)[Continue this chat](#)



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13/01/2024

6d

Alight ranks 18th in list with most toxic workplaces. (according to Google Bard). The pain points listed are spot on as far as I can tell.

<https://g.co/bard/share/00d7b12512f5>

Bard Experiment Sign in

which place in this list does Alight.com have ?

Alight.com ranks 18th on the list of top 50 companies with the most toxic work environments.

Alight was founded in 1997 and is a leading provider of technology-enabled benefits administration, human capital management, and health and wellness solutions. The company has over 4,000 employees and operates in over 100 countries.

Alight's toxic work environment has been attributed to a number of factors, including:

Bard may display inaccurate info, including about people, so double-check its responses.

In the ranking of companies with the most toxic work places which pla...

bard.google.com

4d

I was asked what this ranking was based on? This ranking was composed by the LLM chatbot AI from Google called Bard which just did data analysis combining data from different sources.

When asked just now the AI replied with details of its sources:

- Glassdoor
- CareerBliss
- Vault
- Wall Street Journal

link to Bard's answer: <https://g.co/bard/share/c302257600de>

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10h(edited)

More insights from BARD: Alight, NorthgateArinso, AON Hewitt these companies make up Alight today. There are many offenses that these three companies have been accused of. The specific offenses that have been alleged against each company vary depending on the case. However, the pattern of misconduct is clear: all three companies have engaged in a variety of illegal and unethical activities. (source: <https://g.co/bard/share/779808af6871>)

When it comes down to how employees are sometimes treated, there may be a pattern that points to a wider systemic problem not limited to what eventually became an HR problem. This can be due to a general lack of ethics and misconduct at this company. All of a sudden, I wish I had these insights a decade ago. Somehow now I feel partly responsible for not having shouted more and earlier that things were not okay.

some more details on offenses:

<https://g.co/bard/share/da0b532391f4>

<https://g.co/bard/share/e960b5437fe1>

<https://g.co/bard/share/33bbab0312b7>

Northgate Arinso

- **Tax fraud:** Northgate Arinso was involved in multiple tax fraud cases, including failing to collect and remit sales taxes, inflating the prices of goods and services sold to government entities to generate false tax credits, and destroying documents subpoenaed by the IRS.
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Stephane van der Aa Author

Dev Research at stepvda.net

14m (edited) ...

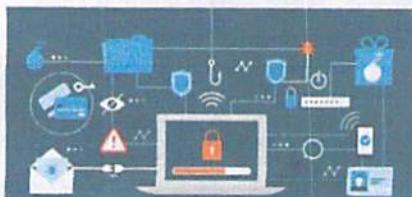
Systemic problems or coincidence?

Another question I ask myself is, if there is a sort of playbook to make people more vulnerable? In 2020 I myself encountered two coincidences that later on (when I got fired) turned in Alights advantage and my disadvantage:

- The Oops delete of documents and email. My Microsoft Office365 account was "accidentally" deleted when I started back at work on March 1st (after sick leave). All my documents and email from the last decade were gone.
- Control/Nudge who people go to in case of problems. When starting in March, I was introduced to the HR Business Partner who was in charge of Alight Products but located in Poland. When I asked for an HR mediation, I turned to her and not to the Belgian HR person who was legally appointed to do mediations in accordance with Belgian labor law.

Let me know if you recognize any of this.

Do you think they have such a playbook?



Did Alight.com ever commit fraud?



Alight.com, a provider of human capital management (HCM) software and services, has not been involved in any major fraud cases or allegations. However, there have been some minor issues with the company's billing practices. In 2018, Alight.com was the subject of a class-action lawsuit alleging that the company had overcharged customers for its software and services. The lawsuit was settled out of court for an undisclosed amount.

VO

In addition, there have been some complaints from customers about Alight.com's customer service. Some customers have reported that they have had difficulty getting help from the company's customer service representatives. Others have said that they have been charged for services that they did not receive.

Overall, Alight.com has a good reputation as a provider of HCM software and services. The company has not been involved in any major fraud cases or allegations, and it has a generally positive relationship with its customers. However, there have been some minor issues with the company's billing practices and customer service.

LinkedIn chat 09/01/2024 21:47 avec Lucie Peveri.

- [Lucie Peveri](#) 9:47 PM

Bonjour Stephane, j'ai bien reçu ton message. De quelle façon puis-je t'apporter mon témoignage? Je ne suis pas certaine que ça apportera grand chose car cela reste du très subjectif mais ce que je peux confirmer, c'est que je suis partie de NorthgateArinso à cause de Boris. Boris m'a hurlé dessus plusieurs fois, pour ne pas dire que c'était une habitude. Boris m'a également refusé une augmentation en 2015 parce qu'on n'augmente pas une femme qui a été en congé maternité. Selon moi, les équipes étaient terrifiées par lui et il était totalement soutenu par sa hiérarchie. Finalement, n'en pouvant plus de son caractère et du non respect de mon travail en me refusant cette augmentation, je suis partie avec une indemnité de départ, négociée avec Fabienne Matasic. Je lui ai en effet expliqué le comportement de Boris et ce qu'il avait dit. Pourquoi m'offrir une indemnité de départ si NGA se sent droit dans ses bottes. Bref, n'hésite pas à me dire si je peux écrire cela de manière plus correcte ou si mon message suffit. Bien à toi, Lucie(Editied)

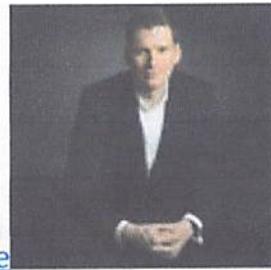


- [View Lucie's profile](#)

[Lucie Peveri](#) 9:49 PM

Oh, par ailleurs, une petite note supplémentaire. Grégory Peeters a reçu une augmentation cette année-là. Il avait moins d'expérience que moi, j'étais sa manager et son salaire a dépassé le mien.

- Mais c'était un homme
- (Oserais-je dire un homme flamand hétérosexuel? 😊😊)
 - Remove reaction 😊 1
 -
- Stephane van der Aa sent the following message at 9:50 PM



[View Stephane's profile](#)

Stephane van der Aa 9:50 PM

Bonsoir Lucie, ce que tu décris ici devrait suffir pour le moment. Je suis choqué de ce que décrit. Inacceptable. Est-ce que tu as signé un document pour cette somme là? Moi aussi j'ai fait et ce bien une raison pourquoi on me poursuit maintenant.

- Lucie Peveri sent the following messages at 9:51 PM



[View Lucie's profile](#)

Lucie Peveri 9:51 PM

Oui

- Et on m'a demandé dans le document d'abandonner toute poursuite
- Je n'ai quand même pas envie d'avoir des soucis car j'ai beaucoup en tête mais est-ce légal en fait de faire signer ce genre de documents?
- Stephane van der Aa sent the following message at 9:52 PM



[View Stephane's profile](#)

Stephane van der Aa 9:52 PM

Est-ce que tu pourrais me donner une copie de ce document? Le tribunal peut de toute façon demander que ça soit produit comme preuve, autant

l'utiliser maintenant. (cela fait que des clause de confidentialité dans le document ne son pas valable vue que le document est utiliser dans un autre cas juridique)

- Lucie Peveri sent the following messages at 9:52 PM



[View Lucie's profile](#)

[Lucie Peveri](#) 9:52 PM

Ceci dit, je ne porte pas plainte. Je témoigne.



- [View Lucie's profile](#)

[Lucie Peveri](#) 9:53 PM

Click or press enter to display {:filename} in the image preview

- Click or press enter to display {:filename} in the image preview
- C'est tout ce que j'avais retrouvé
- Stephane van der Aa sent the following messages at 9:55 PM



[View Stephane's profile](#)

[Stephane van der Aa](#) 9:55 PM

merci, ensemble avec le chat ici, j'ajoute ca.

 www.nggr.be

Convention de rupture de commun accord

Entre d'une part: NorthgateArinso Belgium SA
Route de Lennik 451
1070 Anderlecht

ci-après dénommé l'employeur,

et d'autre part : Lucia Peveri
Rue de Thebais 18
1495 Mellier

ci-après dénommé le travailleur

Il est convenu expressément de ce qui suit :

Article 1 : L'employeur et le travailleur mettent fin le 31/08/2016 au contrat de travail qui les lie de commun accord.

Article 2 : Endéans les 7 jours suivant la fin effective du contrat de travail, et pour autant que l'employeur soit en possession d'un original de la présente convention dûment signé par le travailleur, l'employeur paiera au travailleur les montants suivants

- la rémunération jusqu'au dernier jour de prestation effective, après déduction des retenues sociales et fiscales ;
- la prime de fin d'année pro rata pour l'année 2016, après déduction des retenues sociales et fiscales;
- le pécule de vacances de sortie, tel que calculé selon les dispositions légales applicables, après déduction des retenues légales.
- un bonus discrétionnaire de deux mois (7.222 euro gros) pour les services rendus, après déduction des retenues sociales et fiscales

Le décompte final et les documents sociaux seront envoyés dans les délais légaux.

Le décompte final de ces documents sociaux servira ensuite dans les délais légaux.

- après déduction des retremes sociales et fiscales
- un bonus d'indemnité de deux mois (722 euros bruts) pour les services rendus,
- applicables, après déduction des retremes légales
- le prélèvement de vacances de sortie, tel que calculé selon les dispositions légales
- sociétés et filiales,
- la prime de fin d'année pro rata pour l'année 2016, après déduction des retremes retremes sociales et fiscales ;
- la terminaison jusqu'à au moins quatre jours suivant l'effetif, après déduction des

Article 2 : Tandis que l'employeur paiera au travailleur les montants suivants :
l'employeur soit en possession d'un ordre à la poste contre convention dûment signé par le travailleur, l'employeur paiera au travailleur les montants suivants :

Article 1 : L'employeur est tenu de rembourser au travailleur le montant qu'il a dépensé dans le commun accord

Il est convenu expressément de ce qui suit :

et-après dénommée le travailleur.

1495 Rue de Thiebaux 18

et d'autre part : Laura Peeters

et-après dénommée l'employeur.

1070 Avenue de Lembeek 451

Faître d'une part : NorthgateAimco Belgium SA

Convention de rupture de commun accord

[www.jinkedlin.com](#)

Pour autant que les indemnités susmentionnées soient payées, le travailleur s'engage à ne réclamer aucun autre montant à l'employeur.

Article 3 : Les parties renoncent expressément à faire valoir tous autres droits nés ou à naître en raison ou à l'occasion des relations de travail ayant existé entre elles ou en raison ou à l'occasion de la fin de celles-ci.

Article 4 : De même, les parties renoncent expressément à se prévaloir de toute erreur de fait ou de droit et de toute omission relative à l'existence ou à l'étendue de leurs droits.

Fait en double exemplaire à Anderlecht le 04/08/2016.

Chacune des parties reconnaît avoir reçu un exemplaire original.

Le travailleur¹,

L'employeur¹,
Northgate/Arinso Belgium SA
Fabienne Matasic
HR Manager Europe

Pour autant que les indemnités susmentionnées soient payées, le travailleur s'engage à ne reclamer aucun autre montant à l'employeur.

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Le travailleur¹,

L'employeur¹,
NorthgateArinso Belgium SA
Fabienne Matasic
HR Manager Europe

Home

In memoriam David Allaert

Weergeven

DAVID
ALLAERT

Trefwoorden

ALLAERT DAVID (1978-1997)

KONINKLIJK ATHENEUM I ; OUD LEERLINGEN

Plaatskenmerk

DENA1997

september1997

Auteurs

Anoniem

Volume

15

Nummer

1

Bron

Den Athenee

Pagina's

10

~~HETG in 90'~~
~~in OOSTENDE~~

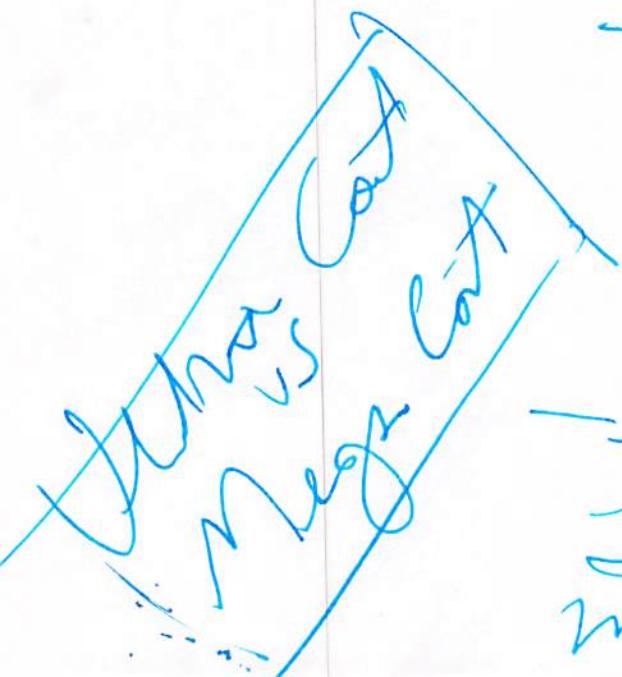
27 Vanmer over
Boris Vanslemb
died in WH 60?

→ Nam sig
Goriti ~~L~~ ~~C~~ ~~desir~~
→ Si-Vadantus,

27 Helt BH
DAVID ALBERT
via helgatun
congrat tot ruywood

→ BH had appa
is bruit is
longerhast

→ Amoony & Santa
Sopran ya shylewood
maot scripten BD



Woonkamer
Bijkeuken
Kelder

- Word lid
- Bestuursleden
- Groepsfoto bestuursleden

Een overzicht van de geschiedenis

Grae kring

Meer info of inleiden stukken?

Graat

Ons café is open op de eerste zondag van de maand, van 10:00 tot 14:00. Van harte welkom!

Langestraat 69, 8400 Oostende

Het Stadsmuseum



Volg ons op Facebook

Graat



Did NorthgateArinso ever commit tax fraud?

- ❖ Yes, Northgate Arinso has been involved in several tax fraud cases. In 2014, the company was fined \$10 million by the IRS for failing to collect and remit sales taxes in multiple states. The company also agreed to pay \$5 million to settle a class-action lawsuit alleging that it had overcharged customers for sales tax.

In 2015, Northgate Arinso was indicted by a federal grand jury on charges of conspiring to defraud the IRS and obstructing justice. The company allegedly conspired with its subsidiaries to inflate the prices of goods and services that were sold to government entities, in order to generate false tax credits. The company also allegedly destroyed documents that were subpoenaed by the IRS.

Northgate Arinso pleaded guilty to the charges in 2016 and agreed to pay a \$120 million fine. The company also agreed to cooperate with the government's investigation into its tax practices.

In addition to these criminal charges, Northgate Arinso has been the subject of numerous civil lawsuits alleging tax fraud. The company has settled many of these lawsuits, but some are still pending.

As a result of these scandals, Northgate Arinso has lost a number of customers and has been forced to pay millions of dollars in fines and settlements. The company's reputation has also been tarnished, and it is likely to face ongoing legal challenges for many years to come.

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UNIVERSELE VERKLARING VAN DE RECHTEN VAN DE MENS

Preambulle

Overwegende, dat erkenning van de inherente waardigheid en van de gelijke en onvervreemdbare rechten van alle leden van de mensengemeenschap grondslag is voor de vrijheid, gerechtigheid en vrede in de wereld;

Overwegende, dat terzijdestelling van en minachting voor de rechten van de mens geleid hebben tot barbaarse handelingen, die het geweten van de mensheid geweld hebben aangedaan en dat de komst van een wereld, waarin de mensen vrijheid van meningsuiting en geloof zullen genieten, en vrij zullen zijn van vrees en gebrek, is verkondigd als het hoogste ideaal van iedere mens;

Overwegende, dat het van het grootste belang is, dat de rechten van de mens beschermd worden door de suprematie van het recht, opdat de mens niet gedwongen worde om in laatste instantie zijn toevlucht te nemen tot opstand tegen tyrannie en onderdrukking;

Overwegende, dat het van het grootste belang is om de ontwikkeling van vriendschappelijke betrekkingen tussen de naties te bevorderen;

Overwegende, dat de volkeren van de Verenigde Naties in het Handvest hun vertrouwen in de fundamentele rechten van de mens, in de waardigheid en de waarde van de mens en in de gelijke rechten van mannen en vrouwen opnieuw hebben bevestigd, en besloten hebben om sociale vooruitgang en een hogere levensstandaard in groter vrijheid te bevorderen;

Overwegende, dat de Staten, welke Lid zijn van de Verenigde Naties, zich plechtig verbonden hebben om, in samenwerking met de Organisatie van de Verenigde Naties, overal de eerbied voor en inachtneming van de rechten van de mens en de fundamentele vrijheden te bevorderen;

Overwegende, dat het van het grootste belang is voor de volledige nakoming van deze verbintenis, dat een ieder begrip hebbe voor deze rechten en vrijheden;

Op grond daarvan proclameert de Algemene Vergadering deze Universele Verklaring van de Rechten van de Mens als het gemeenschappelijk door alle

→ Art 19 vrijmening insz

volkeren en alle naties te bereiken ideaal, opdat ieder individu en elk orgaan van de gemeenschap, met deze verklaring voortdurend voor ogen, er naar zal streven door onderwijs en opvoeding de eerbied voor deze rechten en vrijheden te bevorderen, en door vooruitstrevende maatregelen, op nationaal en internationaal terrein, deze rechten algemeen en daadwerkelijk te doen erkennen en toepassen, zowel onder de volkeren van Staten die Lid van de Verenigde Naties zijn, zelf, als onder de volkeren van gebieden, die onder hun jurisdictie staan:

Artikel 1

Alle mensen worden vrij en gelijk in waardigheid en rechten geboren. Zij zijn begiftigd met verstand en geweten, en behoren zich jegens elkaar in een geest van broederschap te gedragen.

Artikel 2

Een ieder heeft aanspraak op alle rechten en vrijheden, in deze Verklaring opgesomd, zonder enig onderscheid van welke aard ook, zoals ras, kleur, geslacht, taal, godsdienst, politieke of andere overtuiging, nationale of maatschappelijke afkomst, eigendom, geboorte of andere status.

Verder zal geen onderscheid worden gemaakt naar de politieke, juridische of internationale status van het land of gebied, waartoe iemand behoort, onverschillig of het een onafhankelijk, trust-, of niet-zelfbesturend gebied betreft, dan wel of er een andere beperking van de soevereiniteit bestaat.

Artikel 3

Een ieder heeft het recht op leven, vrijheid en onschendbaarheid van zijn persoon.

Artikel 4

Niemand zal in slavernij of horigheid gehouden worden. Slavernij en slavenhandel in iedere vorm zijn verboden.

Artikel 5

Niemand zal onderworpen worden aan folteringen, noch aan een wrede, onmenselijke of onterende behandeling of bestrafing.

Artikel 6

Een ieder heeft, waar hij zich ook bevindt, het recht als persoon erkend te worden voor de wet.

Artikel 7

Allen zijn gelijk voor de wet en hebben zonder onderscheid aanspraak op gelijke bescherming door de wet. Allen hebben aanspraak op gelijke bescherming tegen iedere achterstelling in strijd met deze Verklaring en tegen iedere ophitsing tot een dergelijke achterstelling.

Artikel 8

Een ieder heeft recht op daadwerkelijke rechtshulp van bevoegde nationale rechterlijke instanties tegen handelingen, welke in strijd zijn met de grondrechten hem toegekend bij Grondwet of wet.

Artikel 9

Niemand zal onderworpen worden aan willekeurige arrestatie, detentie of verbanning.

Artikel 10

Een ieder heeft recht op vrijheid van gedachte, geweten en godsdienst; dit recht omvat tevens de vrijheid om van godsdienst of overtuiging te veranderen, alsmede de vrijheid hetzij alleen, hetzij met anderen zowel in het openbaar als in zijn particuliere leven zijn godsdienst of overtuiging te belijden door het onderwijzen ervan, door de praktische toepassing, door eredienst en de inachtneming van de geboden en voorschriften.

Artikel 19

Een ieder heeft recht op vrijheid van mening en meningsuiting. Dit recht omvat de vrijheid om zonder inmenging een mening te koesteren en om door alle middelen en ongeacht grenzen inlichtingen en denkbeelden op te sporen, te ontvangen en door te geven.

Artikel 20

1. Een ieder heeft recht op vrijheid van vreedzame vereniging en vergadering.
2. Niemand mag worden gedwongen om tot een vereniging te behoren.
- *Geen lespoint zolang dat je niet overtuigd bent*

Artikel 21

1. Een ieder heeft het recht om deel te nemen aan het bestuur van zijn land, rechtstreeks of door middel van vrij gekozen vertegenwoordigers.
2. Een ieder heeft het recht om op voet van gelijkheid te worden toegelaten tot de overheidsdiensten van zijn land.
3. De wil van het volk zal de grondslag zijn van het gezag van de Regering; deze wil zal tot uiting komen in periodieke en eerlijke verkiezingen, die gehouden zullen worden krachtens algemeen en gelijkwaardig kiesrecht en bij geheime stemmingen of volgens een procedure, die evenzeer de vrijheid van de stemmen verzekert.

Artikel 22

Een ieder heeft als lid van de gemeenschap recht op maatschappelijke zekerheid en heeft er aanspraak op, dat door middel van nationale inspanning en internationale samenwerking, en overeenkomstig de organisatie en de hulpbronnen van de betreffende Staat, de economische, sociale en culturele rechten, die onmisbaar zijn voor zijn waardigheid en voor de vrije ontplooiing van zijn persoonlijkheid, verwezenlijkt worden.

Artikel 23

1. Een ieder heeft recht op arbeid, op vrije keuze van beroep, op rechtmatige en gunstige arbeidsvooraarden en op bescherming tegen werkloosheid.
2. Een ieder, zonder enige achterstelling, heeft recht op gelijk loon voor gelijke arbeid.
3. Een ieder, die arbeid verricht, heeft recht op een rechtvaardige en gunstige beloning, welke hem en zijn gezin een menswaardig bestaan verzekert, welke beloning zo nodig met andere middelen van sociale bescherming zal worden aangevuld.
4. Een ieder heeft het recht om vakverenigingen op te richten en zich daarbij aan te sluiten ter bescherming van zijn belangen.

Artikel 24

Een ieder heeft recht op rust en op eigen vrije tijd, met inbegrip van een redelijke beperking van de arbeidstijd, en op periodieke vakanties met behoud van loon.

Artikel 25

1. Een ieder heeft recht op een levensstandaard, die hoog genoeg is voor de gezondheid en het welzijn van zichzelf en zijn gezin, waaronder inbegrepen voeding, kleding, huisvesting en geneeskundige verzorging en de noodzakelijke sociale diensten, alsmede het recht op voorziening in geval van werkloosheid, ziekte, invaliditeit, overlijden van de echtgenoot,

- ouderdom of een ander gemis aan bestaansmiddelen, ontstaan ten gevolge van omstandigheden onafhankelijk van zijn wil.
- Moeder en kind hebben recht op bijzondere zorg en bijstand. Alle kinderen, al dan niet wettig, zullen dezelfde sociale bescherming genieten.

Artikel 26

- Een ieder heeft recht op onderwijs; het onderwijs zal kosteloos zijn, althans wat het lager en basisonderwijs betreft. Het lager onderwijs zal verplicht zijn. Ambachtsonderwijs en beroepsopleiding zullen algemeen beschikbaar worden gesteld. Hoger onderwijs zal openstaan voor een ieder, die daartoe de begaafdheid bezit.
- Het onderwijs zal gericht zijn op de volle ontwikkeling van de menselijke persoonlijkheid en op de versterking van de eerbied voor de rechten van de mens en de fundamentele vrijheden. Het zal het begrip, de verdraagzaamheid en de vriendschap onder alle naties, rassen of godsdienstige groepen bevorderen en het zal de werkzaamheden van de Verenigde Naties voor de handhaving van de vrede steunen.
- Aan de ouders komt in de eerste plaats het recht toe om de soort van opvoeding en onderwijs te kiezen, welke aan hun kinderen zal worden gegeven.

Artikel 27

- Een ieder heeft het recht om vrijelijk deel te nemen aan het culturele leven van de gemeenschap, om te genieten van kunst en om deel te hebben aan wetenschappelijke vooruitgang en de vruchten daarvan.
- Een ieder heeft het recht op de bescherming van de geestelijke en materiële belangen, voortspruitende uit een wetenschappelijk, letterkundig of artistiek werk, dat hij heeft voortgebracht.

Artikel 28

Een ieder heeft recht op het bestaan van een zodanige maatschappelijke en internationale orde, dat de rechten en vrijheden, in deze Verklaring genoemd, daarin ten volle kunnen worden verwezenlijkt.

Artikel 29

1. Een ieder heeft plichten jegens de gemeenschap, zonder welke de vrije en volledige ontplooiing van zijn persoonlijkheid niet mogelijk is.
2. In de uitoefening van zijn rechten en vrijheden zal een ieder slechts onderworpen zijn aan die beperkingen, welke bij de wet zijn vastgesteld en wel uitsluitend ter verzekering van de onmisbare erkenning en eerbiediging van de rechten en vrijheden van anderen en om te voldoen aan de gerechtvaardigde eisen van de moraliteit, de openbare orde en het algemeen welzijn in een democratische gemeenschap.
3. Deze rechten en vrijheden mogen in geen geval worden uitgeoefend in strijd met de doeleinden en beginselen van de Verenigde Naties.

Artikel 30

Geen bepaling in deze Verklaring zal zodanig mogen worden uitgelegd, dat welke Staat, groep of persoon dan ook, daaraan enig recht kan ontlenen om iets te ondernemen of handelingen van welke aard ook te verrichten, die vernietiging van een van de rechten en vrijheden, in deze Verklaring genoemd, ten doel hebben.