

## Q5MP Harassment of workers

In the last few days, we have seen an **outpouring of hate towards several former Quackity Studios workers**. Although the majority of messages have been supportive, some people have received **thousands of death threats, calls to commit suicide, offensive messages with sexist or other sexual connotations, and explicit messages** targeting them and their relatives.

Quackity expressed some concerns about his privacy. We deplore and condemn any kind of doxing or swatting, either against streamers or trackers. We also strongly reject any cyberharassment.

However, it is worth recalling that **a corporate executive's identity is a public piece of information, for very good reasons**. Enquiring about toxic managers who attempt to hide their identities from the public is not doxing; rather, it is a legitimate thing to do, and should not be required under the law.

**We can state that no one we are defending has committed any legal offence that could be considered as doxing.**

In addition, we are highly sceptical regarding the identity of the signing party named in the abusive confidentiality agreements (NDAs) enforced on the workers, to which we have had access, which **does not match any identifiable person within Quackity Studios...**

**Several workers received thousands of hate messages.** As a reminder, in France, cyber-harassment such as death threats or incitement to commit suicide is an offence punishable by a **3-year jail sentence and up to a €45,000 fine**. French law is also applicable when the cyberharassers are foreign-based, as their content is accessible from France. It also concerns the individuals at the origin of this harassment campaign, either explicitly or implicitly, who will be held accountable in court.

This harassment has been widely **magnified by the latest Quackity stream, and intentionally forwarded by several Quackity Studios staff members**. Some content creators have also, with varying degrees of intent, contributed to forward this harassment. Therefore, we enjoin content creators to explicitly, clearly and promptly encourage their communities to halt this harassment, and to apologize publicly.

Quackity has repeatedly stated that an ongoing legal action is blocking any communication.

This is clearly **wrong**, and we reiterate how clumsy it is:

- A dialogue and an out-of-court settlement would avoid a trial, and is always expected and hoped for by the workers.
- In French labor law, a conciliation stage is included in the process to obtain the recognition of an employment contract, in addition to being possible throughout the procedure up to the final decision.
- Without conciliation, the case will be submitted to a court to rule in accordance with the law.

As we said earlier, **all the workers are unanimously calling for a dialogue**. No attempt, either through us or directly, in public or in private, has so far been made. Dismissed workers are still without explanation, and "suspended" employees have been excluded from all channels of communication for several months, still without information on whether and when they are to be reinstated.

If Quackity Studios does not wish to have us as an intermediary, we would regret it, but remind them that the workers themselves are still reachable via their respective channels.

We are still collecting testimonies, either in France or elsewhere, and we have already been able to orient foreign workers towards competent trade unions in their countries, to assert their labor rights, also violated internationally.

You can still contact us at **qsmp@solidairesinformatique.org** for any further testimonial.

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