

WeirFoulds Employment Law Hot Takes: Behind the Michelin Stars – What employers can learn from the fall of Noma's head chef

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Recent media reports involving Noma's René Redzepi have brought a long-simmering conversation about toxic workplace culture in fine dining to a boil.

Redzepi, regarded as one of the top chefs in the world, stepped down from his restaurant Noma in Copenhagen (ranked first on the World's 50 Best Restaurants List five times) after *The New York Times* reported that dozens of former employees had shared stories of abuse, exploitation and mistreatment. The allegations prompted sponsors to do their version of a dine-and-dash and pull funding for Noma's Los Angeles pop-up and for many in the industry to call for Redzepi's resignation.

While most workplaces don't involve Michelin stars or tasting menus, the legal risks to employers of allowing toxic behaviour are very much the same. Unchecked conduct can create a toxic workplace that results in reputational damage, allegations of constructive dismissal, bad faith, harassment, or discrimination. Occupational health and safety legislation may also require employers to have workplace violence and harassment policies and procedures and to train employees on such policies and procedures.

Advising employers on critical workplace issues (and how to stay out of the headlines) is always on the menu for the [Employment & Labour Group](#) at WeirFoulds. Please do not hesitate to reach out with any questions.

The information and comments herein are for the general information of the reader and are not intended as advice or opinion to be relied upon in relation to any particular circumstances. For particular application of the law to specific situations, the reader should seek professional advice.

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