

**Question for oral answer O-000045/2021
to the Commission**

Rule 136

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on behalf of the Committee on Women's Rights and Gender Equality

Subject: MeToo and the consequences in the institutions

On 26 October 2017, Parliament adopted its resolution on combating sexual harassment and abuse in the EU¹. The resolution called on the President of Parliament and Parliament's administration to ensure the implementation of a strong and effective action plan against sexual harassment in the interest of prevention and support, and mandatory training for all staff and Members on respect and dignity at work so as to ensure that a zero-tolerance approach becomes the norm. As a result, a specific induction training course for MEPs on harassment prevention has been available since the beginning of this parliamentary term. However, it is not mandatory, and the majority of MEPs have not yet taken the training.

At the same time, the resolution called for exchanges of best practice to be organised at all levels, including with other EU institutions. The resolution also called on the Commission to assess, exchange and compare current best practices for combating sexual harassment in the workplace, and to disseminate the results of this assessment.

The EU institutions must adopt a strong public stance against all forms of harassment and sexual harassment, create structures and mechanisms that prevent and deal with harassment cases in a confidential and independent manner, and create a work environment free of any discrimination, harassment, or divisive and inappropriate behaviour. The procedures can be formal and informal. Informal procedures include confidential counsellors and mediators. Formal complaint procedures should be open to all categories of staff, including trainees and external contractors. The Commission is currently reviewing its anti-harassment policy, with a stronger focus on preventive measures. With regard to this, and in the context of best practice and information-sharing between institutions:

1. What are the main elements of the anti-harassment strategies in the Commission and other EU institutions and agencies?
2. Are there any best practices on preventing conflict and harassment in the workplace and on good office management that could be applicable in all institutions?
3. Is training on preventing sexual harassment mandatory in the Commission and other EU institutions and agencies?

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Lapses: 16.9.2021

¹ OJ C 346, 27.9.2018, p. 192.