



EUROPEAN MEDICINES AGENCY
SCIENCE MEDICINES HEALTH

16 September 2010
EMA/MB/575364/2010

Preparation for written procedure on adoption of the Agency's policy on protecting the dignity of the person and preventing any form of psychological or sexual harassment

Management Board meeting 7 October 2010

Background note

The Staff Regulations of Officials of the European Communities in Articles 1d, 12 and 12a thereof and Article 11 of the Conditions of Employment of Other Servants condemn any form of psychological or sexual harassment. In order to promote a work environment free of any form of harassment, it is desirable to adopt implementing rules that establish an informal procedure in addition to a formal procedure to deal with cases of psychological or sexual harassment. The European Commission already adopted implementing rules on this matter and invited the Agencies to follow a similar model to deal with harassment cases.

Matters for consideration

The Agency has prepared a policy on preventing psychological and sexual harassment together with a manual for informal procedures for cases of psychological and sexual harassment. The European Commission already gave its agreement to this policy in accordance with Article 110 of the Staff Regulations. We are waiting for the opinion of the European Data Protection Supervisor on these documents. If this opinion is received before the next Management Board meeting in December, we would like to adopt the policy as soon as possible. Therefore it is proposed to carry out a written procedure so that the Management Board can adopt these documents in line with Article 66(h) of Regulation (EC) No 726/2004.

