

Explanatory Memorandum
to the Decision of the Management Committee of the Office of the
Body of European Regulators for Electronic Communications
(BEREC Office) on policy on protecting the dignity of the person
and preventing psychological harassment and sexual harassment
(MC/2016/15)

25 November 2016

Psychological harassment and sexual harassment at work are serious problems which the BEREC Office is continuing to strive to stamp out by promoting a culture free of all forms of violence in the workplace in which such harassment is unacceptable.

The BEREC Office Management Committee understands that respect and care for others is not always a spontaneous attitude and can be challenged by circumstances. It might be more difficult to show solidarity and understanding in situations of stress or harsh work pressure.

Therefore the BEREC Office Management Committee has adopted a decision which defines the policy on protecting the dignity of the person and preventing psychological harassment and sexual harassment.

Among others it envisages undertaking of the following steps:

- introducing a common policy of prevention of psychological harassment and sexual harassment within the context of the Staff Regulations;
- periodical raising staff's awareness of psychological harassment and sexual harassment issues and in particular when they join the service;
- organising specific training courses on psychological harassment and sexual harassment issues for staff and particular target groups as and when required;
- introducing an informal and formal procedure relating to psychological and sexual harassment;
- taking appropriate action (if necessary, disciplinary measures) in accordance with the Staff Regulations against any person who is found guilty of psychological or sexual harassment at the end of a formal procedure.

The decision of the Management Committee was adopted on 9 December 2016 in Berlin, (Germany) at its 29th plenary meeting and entered into force on the day of its adoption.