

# Joint Statement of Heads of JHA agencies: Zero tolerance for sexual harassment



**Together, we the Heads of Justice and Home Affairs (JHA) agencies commit to zero tolerance towards sexual harassment and gender-based violence in the workplace. We cannot and will not accept harassment of any form in our agencies and we take it upon ourselves to communicate to our staff that harassment in the workplace is never acceptable.**

Equality is one of the fundamental values on which the European Union is built. Gender-based violence, including sexual harassment, is one of the most extreme manifestations of inequality and discrimination.

Sexual violence and harassment contradict the principle of gender equality and equal treatment. They constitute gender-based discrimination in employment. Cases of sexual harassment and bullying, while significantly underreported, are a matter of health, safety and well-being in the workplace and need to be responded to effectively and in accordance with existing laws.

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## Heads of JHA agencies:

- José Carreira, European Asylum Support Office (EASO);
- Krum Garkov, European Agency for the Operational Management of Large-Scale IT Systems in the Area of Freedom, Security and Justice (eu-LISA);
- Alexis Goosdeel, European Monitoring Centre for Drugs and Drug Addiction (EMCDDA);
- Ladislav Hamran, European Union's Judicial Cooperation Unit (EUROJUST);
- Virginija Langbakk, European Institute for Gender Equality (EIGE);
- Fabrice Leggeri, European Border and Coast Guard Agency (Frontex);
- Michael O'Flaherty, European Union Agency for Fundamental Rights (FRA);
- Detlef Schroeder, European Union Agency for Law Enforcement Training (CEPOL);
- Rob Wainwright, European Union Agency for Law Enforcement Cooperation (EUROPOL).

In line with the White Ribbon Campaign, men Directors of the JHA agencies have joined the Campaign and in their role as Ambassadors, and pledge never to tolerate or remain silent about violence against women. Men and boys wearing the white ribbon declare that they will never commit, excuse, or remain silent about men's violence against women. White Ribbon is one of the world's largest male-led campaigns to end violence against women, and is now active in many countries across the globe.

The European Union has a number of decentralised agencies to carry out specific legal, technical or scientific tasks within the EU. These agencies are independent and provide added value by helping to implement policies, enhancing dialogue and sharing information and expertise. EU agencies also provide practical support to Member States and the EU institutions. More information on the JHA agencies' network can be found [in this publication](#). More information on the White Ribbon Campaign can be found on [EIGE's website](#).

Already in 2015 the EU agencies recognised the importance of addressing the issue of harassment and discrimination in the workplace, and committed themselves to promote diversity at work and provide its staff with a trusted place to turn to.

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