

# Sexism at work

## How can I report a problem?

The Staff Regulations require employees to refrain from behaviour that might reflect adversely on their position and condemn psychological and sexual harassment. Sexual and sex-based harassment are also illegal under EU law.

If a staff member faces behaviour they deem to be psychological or sexual harassment, they have access to a **formal or an informal procedure**.

### Informal procedure

This procedure does not involve any formal legal qualification of the behaviour or disciplinary sanctions.

In many institutions and agencies, staff can speak to **confidential counsellors**, who are trained staff volunteers who provide support in situations of allegations of harassment in the work context. They offer confidential discussions in a safe environment and can help colleagues to reach a decision about how they wish to proceed.

You can also speak to a confidential counsellor if you have experienced sexism and want to seek their advice. Your manager and human resources representative should also be able to help.

### Formal procedure

The formal procedure seeks to assess whether harassment has occurred, and if so, take appropriate measures, including disciplinary measures. This may result in an **administrative inquiry** having to be carried out.

Information on administrative follow-up is not available in cases where individuals have sought support from a confidential counsellor and have decided to not lodge a formal complaint.