

## Romania - Sexual Harassment

3 different laws provide a legal definition for sexual harassment.

- Sexual harassment at work is a form of discrimination (Law 324/2006 Anti-discrimination law, Article 2(5))
  - Sexual harassment at work is any behaviour in relation to gender about which the person who is responsible knows that is affecting the dignity of persons, if such a behaviour is rejected and represents a motivation for a decision affecting those persons (Law 340/2006 for the amendment and approval of Law 202/2002 regarding equality of opportunity between women and men).
  - Harassing a person through threats or constraints in order to obtain sexual satisfaction by a person who abuses his/her authority or his/her influence given by his position in the workplace is an act of sexual harassment punishable by prison from 3 months to 2 years or fine (Criminal Code, Article 203) - in the new Criminal Code to be introduced Sexual Harassment will be defined under Article 223
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## Legal provisions on protection orders

No legal provision

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## Legal Source

Law 324/2006 Anti-discrimination law, Article 2(5); Law 340/2006 for the amendment and approval of Law 202/2002 regarding equality of opportunity between women and men, Article 7; Criminal Code, Article 203