



## Joint declaration on harassment

**Date:** 8 March, 2018

Together, we the Heads of EU agencies and Joint undertakings commit to zero tolerance towards sexual harassment and we cannot and will not accept harassment of any form in our agencies. We take it upon ourselves to communicate to our staff that harassment in the workplace is never acceptable. We have committed ourselves in accordance with existing laws and particularly the staff regulation, to promote diversity at work and provide our staff with a trusted place in which to work.

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.

Heads of EU agencies/Joint Undertakings:

Philippe Mengal	Bio-based Industries Joint Undertaking (BBI JU)
Tiit Jürimäe	Clean Sky Joint Undertaking (CLEANSKY)
Martin Ekvad	Community Plant Variety Office (CPVO)
Bert De Colvenaer	ECSEL JU
Pascal Legai	EU Satellite Centre (SATCEN)
Christa Sedlatschek	European Agency for Safety and Health at Work (EU-OSHA)
Krum Garkov	European Agency for the operational management of large-scale IT systems in the area of freedom, security and justice (eu-LISA)
Jose Carreira	European Asylum Support Office (EASO)
Patrick Ky	European Aviation Safety Agency (EASA)
Adam Farkas	European Banking Authority (EBA)
Fabrice Leggeri	European Border and Coast Guard Agency (Frontex)
Andrea Ammon	European Centre for Disease Prevention and Control (ECDC)
Joachim James Calleja	European Centre for the Development of Vocational Training (Cedefop)
Hans Bruyninckx	European Environment Agency (EEA)
Pascal Savouret	European Fisheries Control Agency (EFCA)
Bernhard Url	European Food Safety Authority (EFSA)
Juan Menéndez-Valdés	European Foundation for the Improvement of Living and Working Conditions (Eurofound)
Carlo des Dorides	European GNSS Agency (GSA)
Virginija Langbakk	European Institute for Gender Equality (EIGE)
Martin Kern	European Institute of Innovation & Technology (EIT)
Fausto Parente	European Insurance and Occupational Pensions Authority (EIOPA)

Markku Mylly	European Maritime Safety Agency (EMSA)
Guido Rasi	European Medicines Agency (EMA)
Alexis Goosdeel	European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)
Verena Ross	European Securities and Markets Authority (ESMA)
Cesare Onestini	European Training Foundation (ETF)
Rob Wainwright	European Union Agency for Law Enforcement Cooperation (Europol)
Detlef Schröder	European Union Agency for Law Enforcement Training (CEPOL)
Udo Helmbrecht	European Union Agency for Network and Information Security (ENISA)
Josef Doppelbauer	European Union Agency for Railways (ERA)
Antonio Campinos	European Union Intellectual Property Office (EUIPO)
Nick Panagiotopoulos	European Union's Judicial Cooperation Unit (Eurojust)
Bart Biebuyck	Fuel Cells and Hydrogen Joint Undertaking (FCH)
Michael O'Flaherty	Fundamental Rights Agency (FRA)
Johannes Schwemmer	Fusion for Energy (F4E)
Pierre Meulien	Innovative Medicines Initiative (IMI)
Laszlo Ignezi	Office of the Body of European Regulators for Electronic Communications (BEREC Office)
Florian Guillermet	SESAR Joint Undertaking
Carlo Borghini	Shift2Rail Joint Undertaking (S2R)
Elke König	Single Resolution Board (SRB)
Máire Killoran	Translation Centre for the Bodies of the European Union (Cdt)

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