

# EP Rules of Procedure: training on preventing conflict and harassment in the workplace and on good office management

2024/2006(REG) - 24/04/2024 - Text adopted by Parliament, single reading

The European Parliament decided by 473 votes to 89, with 53 abstentions, to amend its Rules of Procedure concerning the training on preventing conflict and harassment in the workplace and on good office management.

The amendments are as follows:

## ***Standards of conduct (Rule 10)***

Members may not be elected as office-holders of Parliament or one of its bodies, be appointed as rapporteur or participate in an official delegation or interinstitutional negotiations: (a) if they have not signed the declaration confirming their commitment to complying with the code of appropriate behaviour for Members of the European Parliament in exercising their duties, including completing the specialised training organised for them by Parliament on preventing conflict and harassment in the workplace and on good office management; or (b) if they have not completed the specialised training referred to in point (a) in breach of the deadline and conditions laid down in that Code.

## ***Penalties (Rule 176)***

In relation to Rule 10(6), as regards the prohibition of any type of psychological or sexual harassment laid down in the first subparagraph of that paragraph, the President may only adopt a reasoned decision under this Rule following the establishment of the occurrence of a harassment in accordance with the applicable internal administrative procedure on harassment and its prevention.

## ***Code of appropriate behaviour for Members of the European parliament in exercising their duties (Annex II)***

The amended text stipulates that where necessary, Members will cooperate fully, in accordance with the procedures laid down by the Bureau, with a view to managing situations of conflict or harassment (psychological or sexual), including by responding promptly to any allegations of harassment. Members who have not already done so should take part in specialised training organised for them by Parliament on preventing conflict and harassment in the workplace and on good office management. That training should be completed within the first six months of the Member's term of office save in duly substantiated exceptional cases. The Members' certificates of completion of that training will be published on Parliament's website.