

Strasbourg, 12 December 2018

Dear Mr President,

Dear Members of the Bureau,

Dear Mr Secretary General,

We would like to draw your attention to the important exchange of views, which was held on the “*State of play of the implementation of the Roadmap for the adaptation of preventive and early support measures to deal with conflict and harassment in Parliament*” during the Conference of Presidents meeting on 6 of December 2018, in the presence of Ms. Morin-Chartier and all Members of the EP Advisory Committee dealing with harassment complaints concerning Members, including APAs’ representatives as well as Members from the EP Bureau High level Group on gender equality and diversity.

We welcome the measures adopted on 2 July 2018 and the continuous progress made regarding the actions in the Roadmap for the adaptation of preventive and early support measures to deal with conflict and harassment between Members and APAs, trainees and other staff.

Combating harassment and ensuring a dignified and respectful workplace should be one of the priorities of the European Parliament. In that respect, the EP Resolution on combating harassment and abuse in the EU, adopted on 26 October 2017, calls for a wider range of concrete zero tolerance measures and requests further actions and improvements in relation to all current rules, procedures and structures/bodies in place, not only with regard to the EP Advisory Committee dealing with harassment complaints concerning Members.

During the exchange of views, several Group Presidents expressed their strong engagement in this issue and agreed that the following additional reforms and measures should be put in place in the near future:

- **To commission an external assessment of the functioning of the Advisory Committee on Harassment and its prevention at the workplace**, ensuring that the Parliament has audited both of the existing Committees dealing with harassment. The result of the external assessment should be public and shared with all the members of the EP Bureau, and comply with the appropriate rules and procedures of the external assessment;
- **Taking into account the results of both external assessments/audits, to assess the possibility of merging the two current anti-harassment Committees into one single Committee**, dealing with all complaints regarding MEPs, APAs, staff members and political group staff, as well as trainees;
- **To ensure that external and independent experts with outstanding expertise in the area of conflict management and inappropriate behaviour**, including doctors, therapists and legal experts in the domain of harassment, are key components of the work and the proceedings of the Committee. Such experts should be also available for relevant services and the victims;

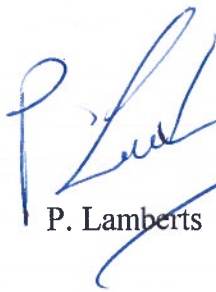
- **To implement a mandatory training** on “respect and dignity in the workplace”, preventing harassment and enhancing managerial skills for all Members, APAs and staff members as well as political group staff;
- To explore further reforms aiming to put in place **additional victim-friendly mechanisms** seeking to ensure trust, confidentiality and accessibility for the victims so they feel protected and safe when bringing forward harassment claims.

Consequently, we would kindly like to ask you to ensure an adequate and prompt follow-up of the outcome of the exchange of views and consensus reached by the Conference of Presidents. Moreover, we also would like to request you to keep the Conference of Presidents informed about the process of the implementation of the above-mentioned measures, which should be in place before the European Parliament elections in May 2019.

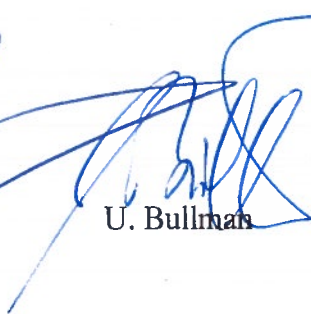
We count on your full support in the fight against harassment in the European Parliament and in putting in place the most effective measures to protect victims.

Thank you in advance for your attention to this important matter.

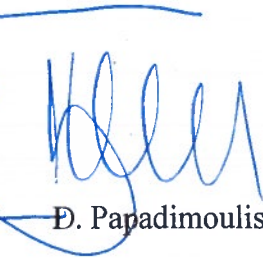
Yours sincerely,



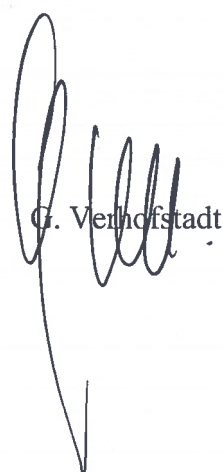
P. Lamberts



U. Bullman



D. Papadimoulis



G. Verhofstadt