

GREENS/EFA ANTI-HARASSMENT POLICIES AND STRUCTURES ROADMAP FOR IMMEDIATE MEASURES

The following measures are adopted to improve the implementation of the Group's Anti-Harassment policy. This is a set of additional measures that can be put in place quickly. Further comprehensive measures will come on the basis of the external assessment we are going to realise in the coming weeks.

The Greens/EFA Group, while enhancing its own structure, will remain committed to advocate for reform and push for more effective and independent Anti-Harassment structures in the European Parliament.

1. External assessment for the revision of current policies and structures

The Group will launch an external assessment of our Anti-Harassment structure, which will look at our internal processes and what went wrong as well as what we can improve. The assessment should ideally be concluded by the 15th of April.

2. Support Measures and awareness raising

2.1. The Group will cover needs for psychological support for those who triggered an investigation and where applicable, medical referral and professional coaching; The Group will also provide relevant contacts for legal support if required;

2.2. Development of an offer of psychological support for the mental wellbeing of all Staff members and MEP staff (financed by the relevant budget lines) to deal with the current situation; providing guidance for the commitment of MEPs to use their budget lines (parliamentary allowance and GEA) to enable MEP staff to make use of this offer.

2.3. The Group will organise specific information sessions for the Group's and MEPs Staff on the group's Anti-Harassment policy every three months and promote awareness raising activities such as specific sessions during group events;

2.4. The group will create a Nextcloud page available to all staff and APAs with the existing resources against harassment (i.e. the Anti-Harassment policy, contacts of the confidential counsellors, contacts of staff and APA-reps), circulated every 2 months.

2.5. Creation of a temporary (pending the external evaluation of our structures) Red-flag Team, composed of 3 staff members who successfully completed the confidential counsellors trainings, where third parties (e.g. Staff reps, MEPs staff reps), witnesses or persons who may have suffered harassment can go to while Anti-Harassment structures are being revised. The red-flag team can bring specific cases to the attention of the Bureau, without the need of a formal complaint. This red-flag team will be externalised after the upcoming reform of the Anti-Harassment policy.

3. Interim Measures

3.1. Any person under an inquiry triggered on the basis of the Group's Anti-Harassment policy will not be able, for the duration of the inquiry, to physically attend and to remotely intervene during all Group's internal meetings (Group meetings, clusters, Bureau, committees and campaigns WGs), and also to participate in Group activities and social events, as well as to participate, on behalf of the Group, to official missions or delegations. If the Group is made aware of a formal procedure outside Group's policy (EP's procedure or at national level), the same measures will be applied.

3.2. Similar proportionate and time-limited measures may be adopted by the Bureau, taking into account the wishes of the reporting persons, in the event of substantiated suspicions or allegations reported by the red flag Team.

4. Prevention measures

4.1. Development of a Group Code of Conduct, to be signed at the beginning of the mandate, for Greens/EFA MEPs and Greens/EFA staff and APAs, including: appropriate/non-appropriate behaviour; engagement to undertake regular trainings; role of APAs and role of Advisors (DOs and DONTs);

4.2. Enhance **training** curriculum for MEPs, staff and APAs and organise them regularly, in particular for the mandatory ones, during the mandate. As a starter, every Thursday during the constitutive period will be dedicated to trainings for MEPs and Staff:

- Functioning of the Group (in particular role of APAs and Group's Staff)
- Code of conduct
- Anti-Harassment training
- Healthy leadership, management and wellbeing training (for MEPs and group's management)
- Non-violent communication training
- Conflicts resolution
- Emotional intelligence training
- Gender Equality and anti-discrimination training

4.3. Creation of an early alert mechanism for situations of high turnover in MEPs offices, and detection, with the support of the external agency, of others signs of problematic situations.

5. Transparency and Communication

5.1. Outcome of inquiry, and measures adopted if applicable, will be announced during a forthcoming group meeting, preferably in Strasbourg to guarantee a better attendance.

5.2. Bi-annual presentation of the implementation of our Anti-Harassment policies, including on the number of investigations which took place, and Code of Conduct for MEPs to the Group, preferably during a plenary week or a mini-session.

5.3 Bi-annual group meetings focusing on staff well-being, including the possibility for staff reps and staff to intervene, preferably during a plenary week or a mini-session.

5.4 Announcement of results of internal staff well-being and MEP staff well-being survey before the end of the term.

5.5. Presence of the Management Team in all Bureau discussions on staff issues.