The European Union Agency for Fundamental Rights (FRA)'s response to allegations of psychological harassment and related issues

Case opened

Case 917/2011/EIS - **Opened on** 06/07/2011 - **Decision on** 19/12/2013 - **Institution concerned** European Union Agency for Fundamental Rights |

Allegation(s)

1) The FRA has failed to investigate properly the complainant's allegations of psychological harassment and to protect her from such harassment, which, in her view, was the consequence of having disclosed in writing her concerns about alleged irregularities in public procurement procedures organised by the FRA.

2) The complainant also alleges that documents relating to an investigation against her have been stored incorrectly in her personal file.

Claim(s)

1) An objective and impartial investigation should be launched into the complainant's allegations of psychological harassment.

2) The FRA should clarify the circumstances in which the two complaints against the complainant were lodged and should ensure that the persons concerned apologise to the complainant.

3) The FRA should make good the material and moral damage the complainant has suffered.

4) The complaints against the complainant should be withdrawn from the complainant's personal file.

5) The appraisal procedure (concerning both 2009 and 2010) should be relaunched and carried out with due respect for the principles of fairness, objectivity and impartiality. The relevant FRA rules should be amended so as to grant the complainant the right of appeal and other relevant

rights.

6) The reclassification procedure for contract agents should be resumed and carried out with due respect for the principles of fairness, objectivity and impartiality. The relevant FRA rules should be amended accordingly so as to grant the complainant the right of appeal and the right to consult her reclassification file.

7) The complainant's job description should be updated in accordance with her actual tasks and measures should be taken to change her grading accordingly.