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On 17 October 2023, Government Decision No. 970/2023 approving the Methodology for preventing and combating gender-based harassment and moral harassment at the workplace (hereinafter "GD No. 970/2023") was published in Official Journal No. 939, and it regulates a number of obligations and measures for preventing and combating gender-based harassment and moral harassment at the workplace. The regulatory act approves the Methodology for Preventing and Combating Gender-Based Harassment and Moral Harassment at the Workplace (hereinafter the "Methodology"), which is implemented in compliance with the deadlines and principles set out in the Model Guidelines on Preventing and Combating Gender-Based Harassment and Moral Harassment at the Workplace (hereinafter the "Guidelines"), as annexed to the Methodology. The Methodology sets out guidelines for action intended to increase gender equality, to improve social policy, to prevent discrimination and to promote a non-discriminatory society, and defines situations that give rise to gender-based harassment and moral harassment at the workplace, providing procedures for identifying, monitoring and sanctioning such cases, including the possibility for victims to lodge complaints and reports.

Employment Law (English)

Employment Law (Romanian)