

CYPRUS - CODE OF CONDUCT ON PREVENTING AND COMBATTING SEXUAL HARASSMENT IN PUBLIC SERVICES

Commissioner for Administration and Protection of Human Rights



Within the last years, the Commissioner for Administration and Protection of Human Rights received an increasing number of requests to provide trainings to employees of the public and private sector on how to prevent and combat sexual harassment in the workplace. It was later requested to draft this Code, specifically addressing the public sector, as stated in the legislation, which provides that **all employers are obliged to take preventive measures to protect their employees** from such phenomena.

The Code of Conduct was drafted by the Commissioner and was approved by the Council of Ministers in July 2018.

The Commissioner informed all public authorities for the approved Code of Conduct and asked them to support its implementation. As per the Code, each public authority should designate an Equality Committee and the Commissioner asked them to do so, as soon as possible, in order to proceed with the training of the members of the Committees. Since January 2019, the Commissioner, in cooperation with other authorities, started 2 types of trainings: a general training to inform employees in the public sector about the Code of Conduct and a specialised training for the members of the Equality Committees.

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ΓΙΑ ΤΗΝ ΠΡΟΛΗΨΗ ΚΑΙ ΤΗΝ ΑΝΤΙΜΕΤΩΠΙΣΗ ΤΗΣ ΠΑΡΕΝΟΧΛΗΣΗΣ ΚΑΙ ΤΗΣ ΣΕΞΟΥΑΛΙΚΗΣ ΠΑΡΕΝΟΧΛΗΣΗΣ

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Ιανουάριος 2019

TRAINING Preventing Sexual Harassment in the Work Place

Impact

The Code of Conduct is available to all employees of the public sector. Until October 2019, **25 training sessions** were held. Almost **700 employees participated** in the trainings (until now). Almost **10 public authorities** informed the Commissioner that they designated their Equality Committee. **1 specialised training** (for Equality Committees) was organised and **2 more** are expected to take place in September and October. Many employees contacted the Commissioner for clarification or information regarding the implementation of the Code. The Commissioner recommended to all public authorities to upload the Code of Conduct in their Ministry's/Department's/Office's website, so as to be easily accessible to all employees of the public sector. Many of the authorities have already proceeded with publishing the Code in their websites.

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