

ANNUAL REPORT

on preventing and combating gender-based harassment and moral harassment at work,
for the year 2025

I. Legal basis

This report is prepared in accordance with the provisions of the legislation in force on the prevention and combating of gender-based harassment, as well as moral harassment at the workplace, as well as with the provisions of the guide adopted at the institution level.

II. Monitoring and prevention activities

During the analyzed period, monitoring activities were carried out to monitor the application of the provisions of the guide on preventing and combating harassment based on gender, as well as moral harassment at work, consisting of:

- informing staff on the norms of professional conduct and the institutional mechanisms for reporting harassment situations, within this process the heads of laboratories and departments being trained and informed, in order to appropriately disseminate this information at the level of the structures they coordinate;
- disseminating the provisions of the guide on preventing and combating harassment at work, by communicating and presenting them to the heads of laboratories and departments, in order to ensure that the staff within the structures they coordinate are informed;

III. Status of registered complaints

During the reporting period, **no complaints were registered** regarding possible situations of harassment at the workplace.

IV. Measures taken

During the reporting period, no complaints were registered regarding possible situations of harassment at the workplace, which is why no administrative or disciplinary measures were taken.

V. Recommendations

In order to strengthen measures to prevent harassment at the workplace, it is recommended:

- continuing information and training activities for staff;

- maintaining an organizational climate based on mutual respect and non-discrimination;
- permanently monitoring compliance with the rules of professional conduct.

VI. Conclusions

In 2025, the provisions of the guide on preventing and combating gender-based harassment, as well as moral harassment at work, were monitored, there were no reports of possible harassment situations.

This report is submitted to the General Manager for information.

Prepared/Approved	Name and surname	Position	Signature	Date
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