



HR & Payroll Alert
February 2025
English and Romanian

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New obligations for amending internal policies and procedures to prevent and combat gender-based and moral harassment in the workplace

Government Decision no. 27/2025 published in the Official Gazette no. 97/03.02.2025 brings significant changes to the methodology for preventing and combating harassment based on gender and moral harassment in the workplace. The main changes include:

- **Anonymous complaints:** Employers are now required to examine and resolve anonymous complaints if there is data related to harassment. This necessitates the revision of internal methodologies and the implementation of technical solutions to facilitate the submission of anonymous complaints.
- **Support for victims:** Employers must implement clear procedures for providing support to victims, including specialized counseling and guidance. These services must be free and available to anyone who files a complaint, regardless of the investigation's outcome.
- **Awareness and access to administrative procedures:** Employers must adopt awareness measures and provide detailed information about available administrative procedures for victim protection, assistance, and guidance in navigating these procedures.

These changes require employers to update their internal methodologies as well as Internal Regulation to comply with the new legal provisions.

Date of entering into force: 3 February 2025.

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Noi obligații privind modificarea politicilor și procedurilor interne pentru prevenirea și combaterea hărțuirii pe criteriul de sex și hărțuirii morale la locul de muncă.

Hotărârea Guvernului nr. 27/2025, publicată în Monitorul Oficial nr. 97/03.02.2025, aduce modificări semnificative metodologiei pentru prevenirea și combaterea hărțuirii pe criteriul de sex și a hărțuirii morale la locul de muncă. Principalele schimbări includ:

- **Plângeri anonime:** Angajatorii sunt acum obligați să examineze și să soluționeze plângerile anonime, dacă există date referitoare la hărțuire. Aceasta necesită revizuirea metodologiilor interne și implementarea soluțiilor tehnice pentru facilitarea depunerii de plângeri anonime.
- **Suport pentru victime:** Angajatorii trebuie să implementeze proceduri clare pentru oferirea de suport victimelor, inclusiv consiliere de specialitate și îndrumare. Aceste servicii trebuie să fie gratuite și disponibile pentru orice persoană care depune o plângere, indiferent de rezultatul investigației.
- **Conștientizare și acces la proceduri administrative:** Angajatorii trebuie să adopte măsuri de conștientizare și să ofere informații detaliate despre procedurile administrative disponibile pentru protecția victimelor, asistență și îndrumare în parcurgerea acestora.

Aceste modificări impun angajatorilor să-și actualizeze metodologiile interne precum și Regulamentul Intern pentru a se conforma noilor prevederi legale.

Data intrării în vigoare: 03.02.2025

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