



PIOTR SERAFIN
MEMBER OF THE EUROPEAN COMMISSION
BUDGET, ANTI-FRAUD AND PUBLIC ADMINISTRATION

Brussels, 19 December 2025

Subject: Implementation of the Commission Decision of 12 December 2023 on the prevention of and fight against psychological and sexual harassment in the Regulatory Agencies and Joint Undertakings

Reference: Your note of 26 November 2025 – Ares(2025) 10401866

Dear Mr Sebastiani,

Having taken due note of your concerns, I reiterate my full commitment to the extension of the mandate of the Chief Confidential Counsellor ('CCC') to the Decentralised Agencies and Joint Undertakings that wish to benefit from this service. In the meantime, I am committed to ensuring continued support from the Commission's CCC to F4E and other agencies in particularly difficult situations. This commitment is reflected in the CCC's informal visit to F4E on 7 November 2025 as well as her valued participation in the Assembly of Agency Staff Committees' meeting in Athens on 26 November 2025.

As you are aware, the first phase of the gradual implementation of the Commission's anti-harassment decision effectively began on 1 September 2024, when Lene Naesager took on the role of CCC, and she was gradually equipped with sufficient resources to implement this new policy. Her first year on the post allowed her to fully assess the challenges involved and put in place adequate practices and procedures, all while receiving 444 requests from colleagues seeking her support.

Mr Cristiano Sebastiani
President, Renouveau & Démocratie



The second phase involved the extension of the CCC's mandate to cover the six executive agencies of the Commission as of 1 October 2025. The experience gained in this process will prove beneficial for the third phase, i.e. the expansion of her services to Decentralised Agencies and Joint Undertakings. Rolling out her services to these entities will require a step-by-step approach, where they would have to adopt a model decision and sign service level agreements.

The preparations for the third phase are well underway, as discussions are already ongoing on the draft model decision and are expected to conclude in February 2026 during the EU Agency Network meeting in Athens. The Commission will then be informed on which agencies would require the CCC services.

Should a Decentralised Agency or Joint Undertaking decide not to request the services of the Commission CCC, they will be required to set up an equivalent function, held by a senior official at the same level of independence and working full time on the anti-harassment policy.

I thank you for your support and your commitment to work towards a respectful and safe work environment and the wellbeing of our colleagues, which is a priority for me and the services involved.

Yours sincerely,

Piotr Serafin

CC: Bjoern SEIBERT, Head of Cabinet of the President
Dan JØRGENSEN, Commissioner, Energy and Housing
Ilze JUHANSONE, Secretary-General
Pascal LEARDINI, Deputy Secretary- General
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