



European
Commission

The Investigation and Disciplinary Office of the Commission

*Integrity is doing
the right thing
even when no one
is watching.*

2022 ACTIVITY REPORT



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I - INTRODUCTION

The Mission Statement of the Investigation and Disciplinary Office of the Commission (IDOC): By conducting administrative inquiries and disciplinary procedures into alleged breaches of statutory obligations, as well as by carrying out prevention activities, IDOC seeks to ensure that staff members of the European Commission comply with high standards of ethics and integrity.

Meeting the highest standards of professional ethics and integrity is of paramount importance with respect to the accomplishment of the Commission's tasks and its credibility and reputation. Therefore, Commission staff members are expected to display, at all times, an irreproachable behaviour and to comply always with their statutory obligations. This is the case for the large majority of Commission staff. However, when allegations of breaches of these obligations arise, IDOC conducts, in a fair, transparent and timely manner and upon mandate by the competent Authority, administrative inquiries, disciplinary proceedings, suspension proceedings and proceedings related to waivers of immunity of staff, as applicable.

IDOC also plays an important role in prevention, notably through awareness-raising events and training on the importance of respecting the high standards of ethics and on the role of IDOC in disciplinary affairs. IDOC's Annual Activity Reports form part of these outreach activities.

The report for year 2022 gives a statistical overview of all activities of IDOC and a summary of cases in which a disciplinary sanction decision was taken over the year. The cases are presented with a view to illustrating the broad scope of the cases that IDOC manages, as well as to inform staff members about the consequences that can result from breaches of statutory provisions.

II - CASES REGISTERED IN 2022 – OVERVIEW

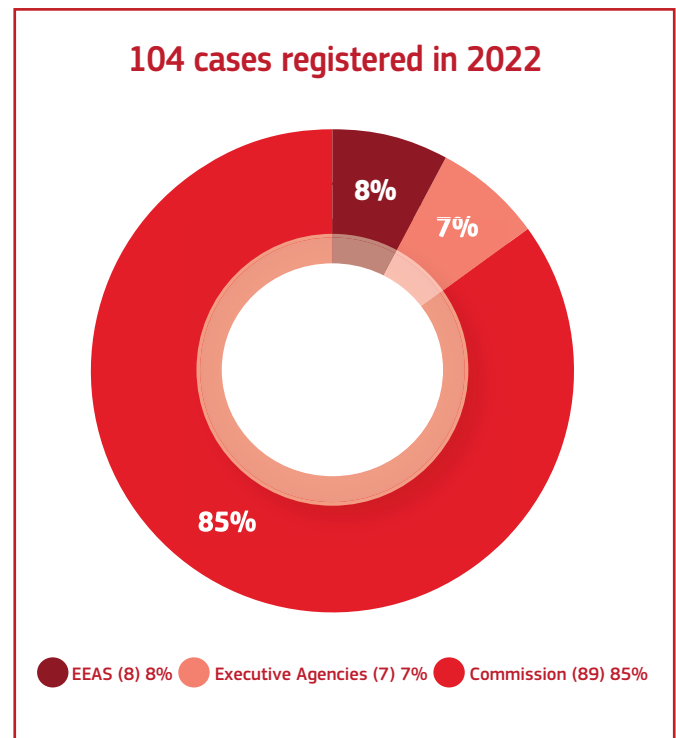
Information about potential statutory breaches comes from a variety of sources, including other Commission services, the European Anti-Fraud Office (OLAF), the European External Action Service (EEAS), executive agencies, requests for assistance filed under Article 24

of the Staff Regulations, as well as external sources such as complaints and media reports.

IDOC has Service Level Agreements (SLAs) with the EEAS, the executive agencies, the European Data Protection Supervisor and the European Economic and Social Committee. Under the terms of the SLAs, IDOC carries out an equivalent service as for the Commission, including administrative inquiries and disciplinary proceedings based on mandates provided by the respective Appointing Authorities of these institutions and agencies.

104 new cases were registered in IDOC in 2022, representing a 9% increase in comparison to 2021. In addition, IDOC continued to deal with on-going cases registered in previous years.

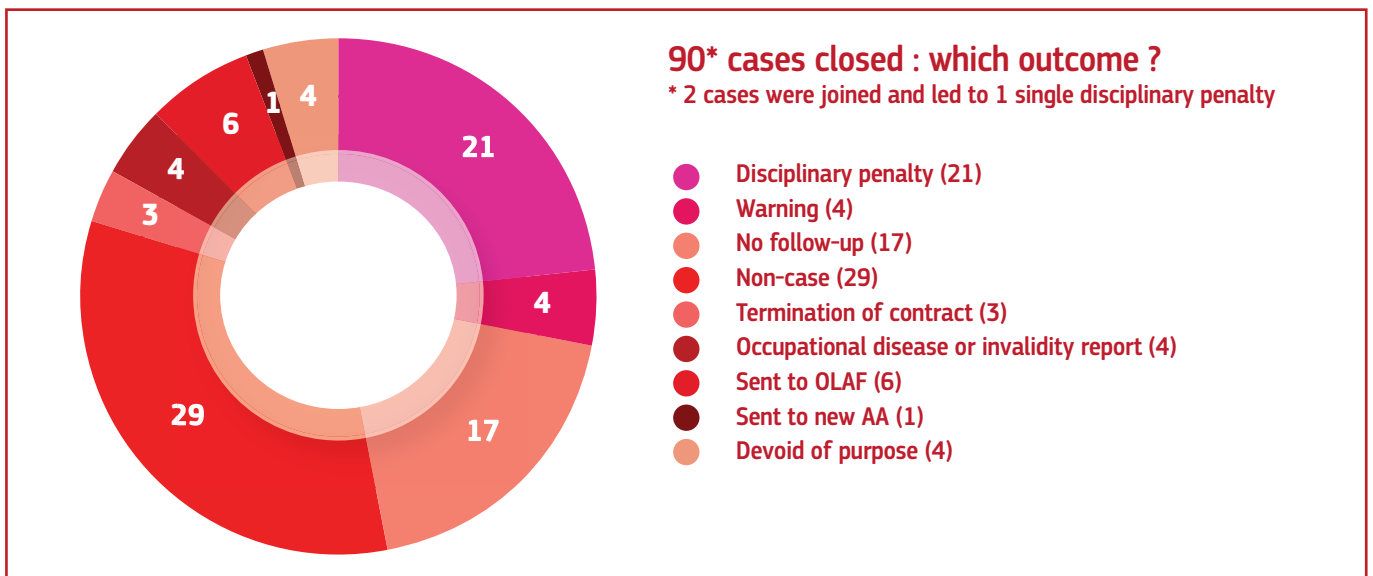
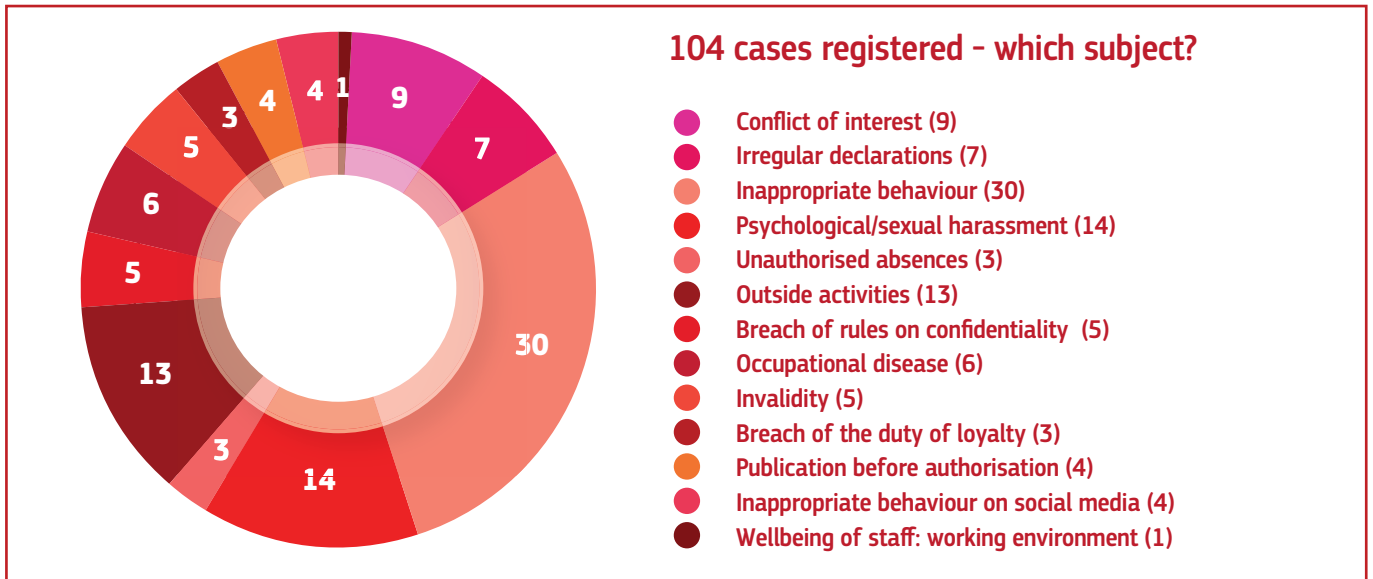
Out of the 104 new cases, 8 concerned the EEAS¹ and 7 the executive agencies².



For the decentralised agencies and some joint undertakings, IDOC provides a helpdesk service. As for the conduct of administrative inquiries, IDOC recommends them to regularly update and make use of the existing inter-agency network of investigators.

¹ On the following subjects: harassment (2 cases), inappropriate behaviour (3 cases), invalidity (1 case), conflict of interest (1 case), breach of the duty of loyalty (1 case).

² On the following subjects: outside activities (3 cases), conflict of interest (2 cases), inappropriate behaviour (1 case), harassment (1 case).



III - HOW IDOC WORKS

3.1. Preliminary assessments

All cases registered, which have not been subject of an OLAF investigation, undergo a preliminary assessment, which can then lead either to the opening of an administrative inquiry or to the case being closed as a non-case. During 2022, 29 cases were closed as non-cases.

3.2. Administrative inquiries

Where there is a prima facie evidence that a breach of the Staff Regulations may have occurred, the Appointing Authority gives IDOC a mandate to open an administrative inquiry. Inquiries aim to establish the

facts related to a situation that may involve a breach of statutory obligations. Inquiries allow the Appointing Authority to take a decision on whether to launch a pre-disciplinary proceeding based on established facts and the degree of responsibility of the staff member(s) concerned ('person concerned'). At the end of the inquiry, before finalising the inquiry report, the person concerned is given the opportunity to comment on the facts established by the inquiry. These comments are duly assessed and taken into account in the final administrative inquiry report.

In 2022, IDOC received 61 mandates from the Appointing Authority to open administrative inquiries. They concerned allegations of harassment and inappropriate behaviour, irregular declarations, outside activities, conflicts of interest, unauthorised absences, breach of the rules on confidentiality, breach of the duty of loyalty, publication of articles and inappropriate behaviour on social media.

Out of the 61 mandates received, 6 related to administrative inquiries under the procedure for the recognition of an occupational disease pursuant to Article 73 of the Staff Regulations and 5 related to administrative inquiries pursuant to Article 78 of the Staff Regulations under the procedure for an invalidity allowance. The procedures under Articles 73 and 78 of the Staff Regulations are not of a disciplinary nature, IDOC carries them out at the specific request of and based on the mandate issued by the competent Appointing Authority.

In order to establish the facts, the IDOC case-handlers make use of a range of measures, including obtaining documents and information, and conducting hearings of the persons concerned, of the alleged victims and of witnesses, which are an essential part of the administrative inquiry.

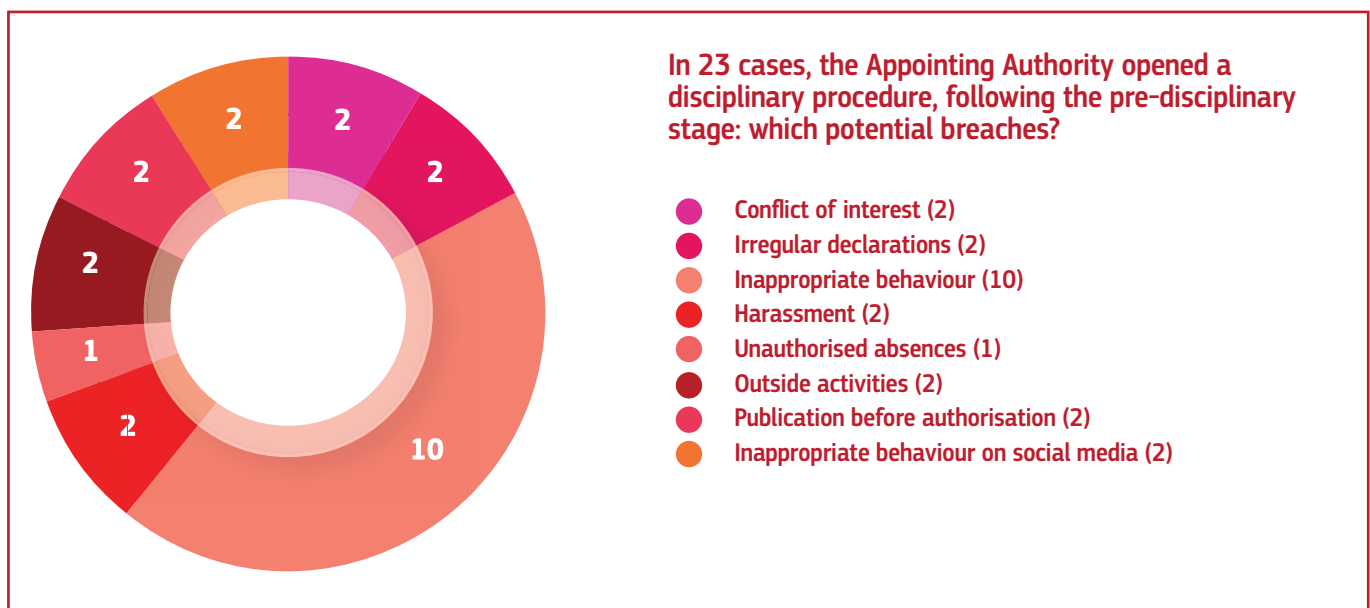
46 administrative inquiries were closed during 2022. In 12 of these cases, the Appointing Authority decided to close the case without disciplinary follow-up. In 1 case, the Appointing Authority decided to terminate the contract of the person concerned in accordance with Article 47 of the Conditions of Employment of Other Servants (CEOS), while in another case the contract of the person concerned was not renewed. One case was forwarded to the new Appointing Authority following the transfer of the person concerned to another institution. 4 administrative inquiries related to requests for recognition of occupational disease and invalidity allowance were closed with a report to the relevant Appointing Authority, whereas one other inquiry related to the same subject was closed with no further action, following the withdrawal of the request by the claimant. In the other cases, the Appointing Authority decided to open pre-disciplinary proceedings.

3.3. Pre-disciplinary proceedings

In case the Appointing Authority decides, based on the findings of the administrative inquiry, to pursue the case further, the person concerned is heard and given the opportunity to comment on all the evidence and facts of the case. Following the pre-disciplinary hearing of the person concerned, the Appointing Authority can decide: (1) to close the case without follow-up; (2) to issue a non-disciplinary measure in the form of a warning (*mise en garde*)³; or (3) to open disciplinary proceedings.

In 2022, the Appointing Authority gave IDOC a mandate to open pre-disciplinary proceedings in 32 cases, while 31 pre-disciplinary proceedings were closed, as follows:

- in 23 cases the Appointing Authority opened the disciplinary procedure;
- in 4 cases, which concerned less serious shortcomings with no budgetary impact or harm to the Institution's image and reputation, the Appointing Authority decided to issue a non-disciplinary measure in the form of a warning (*mise en garde*), reminding the persons concerned to pay more attention to their statutory obligations in the future;
- in 3 cases, the pre-disciplinary proceeding was closed with no follow-up;
- 1 case was closed following the termination of contract of the person concerned.



³ The Staff Regulations make a distinction between this non-disciplinary warning (*mise en garde*) and a written warning, which does constitute a disciplinary sanction (*avertissement par écrit*).

3.4. Suspension

A person concerned who is accused of serious misconduct may be suspended from active service, for a specific or indefinite period, pending the outcome of disciplinary or criminal proceedings.

In 2022, there were no suspension decisions.

3.5. Disciplinary proceedings

When the Appointing Authority decides to open disciplinary proceedings, it can refer the case before the Disciplinary Board or proceed without doing so.

When the Appointing Authority considers that the established facts do not merit a sanction more severe than a written warning or a reprimand, the case is not referred to the Disciplinary Board. In these cases, a disciplinary report, setting out the facts and an assessment of the misconduct in the case, is sent to the person concerned. After hearing the person concerned, the Appointing Authority decides on the sanction to be imposed.

When the Appointing Authority considers that the established wrongdoing is sufficiently serious to warrant a financial sanction, it refers the case to the Disciplinary Board. A disciplinary report, setting out the facts and an assessment of the misconduct, is sent to the Disciplinary Board and to the person concerned. The Disciplinary Board then hears the person concerned. The Disciplinary Board acts as a 'fresh pair of eyes' on both the facts and the assessment of the case and makes a recommendation for a sanction. Taking into due account the opinion of the Disciplinary Board, the

final decision on the sanction to be imposed is taken by a tripartite Appointing Authority, after hearing the person concerned again.

In 2022, 23 disciplinary proceedings were opened, of which 11 were without referral to the Disciplinary Board and 12 with referral to the Disciplinary Board.

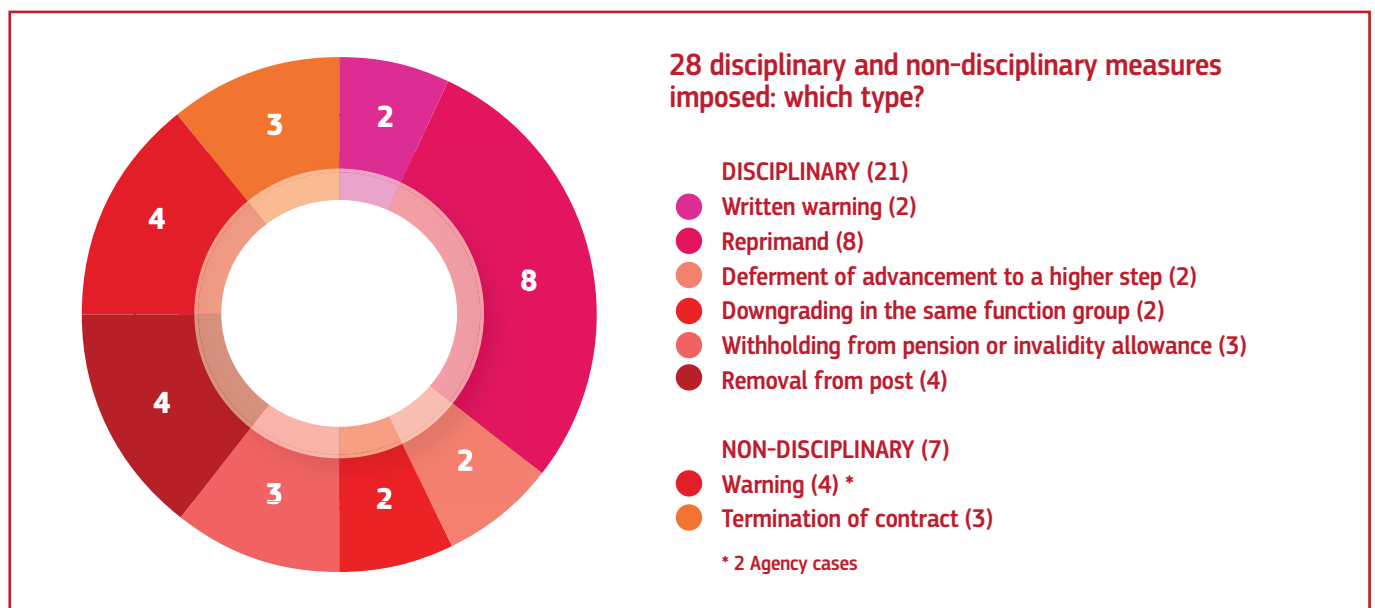
3.6. Different types of sanctions

Cases where statutory breaches are established may be sanctioned in several ways.

Less serious breaches may give rise to a warning ('mise en garde'). This is not a disciplinary sanction, but a formal reminder about the requirement to observe ethical standards. It is placed in the staff member's personal file for 18 months.

More serious breaches can lead to the opening of disciplinary proceedings. The severity of a sanction imposed can range from a written warning to removal from post. Retired staff members can be sanctioned through a reduction in their pensions for a specific period of time. The same approach applies to staff members in receipt of an invalidity allowance. The disciplinary sanction is kept in the personal file of the person concerned for a period of three or six years depending on the type of sanction.

Staff members subject to the CEOS who are found to be in breach of their statutory obligations can have their contract terminated either following disciplinary proceedings or after a specific procedure in which the person concerned is invited to explain his or her actions before the competent authority.



In deciding on the disciplinary sanction to be imposed in any case, the Appointing Authority takes into account a number of factors, as set out in the Staff Regulations: the nature and circumstances of the misconduct; the extent to which the misconduct has an impact on the institution; whether the misconduct involves intent or negligence; the motives for the misconduct; the grade and seniority of the staff member concerned; the degree of the staff member's personal responsibility; the level of the staff member's duties and responsibilities; whether the misconduct involved repeated action or behaviour, and the staff member's conduct throughout the course of his career.

There is no 'tariff' of sanctions: each case must be assessed on its merits and any disciplinary sanction imposed must be commensurate with the seriousness of the misconduct.

In 2022, 21 cases were closed with a disciplinary sanction. The sanctions imposed by the Appointing Authority included written warnings, reprimands, deferment of advancement to a higher step, downgrading in the same function group, withholding from pension or from invalidity allowance and removal from post.

In 4 cases the Appointing Authority imposed the non-disciplinary sanction of a 'warning' and in 3 cases the contract of the person concerned was terminated.

IV - SUMMARY OF CASES CLOSED WITH A DISCIPLINARY SANCTION

In line with Article 45 of Decision C(2019) 4231, this report provides a summary of the cases in which the Appointing Authority⁴ and the Authority Empowered to Conclude Contracts of Employment⁵ imposed a disciplinary sanction in 2022.

Duty of loyalty

In line with Article 11 of the Staff Regulations, the duty of loyalty requires staff members to carry out their duties and conduct themselves solely with the interests of the Union in mind. It also requires that staff members carry out the duties assigned to them objectively and impartially.

The Authority Authorised to Conclude Contracts of Employment imposed a reprimand on a contract agent

who made inaccurate and undocumented statements regarding her professional experience in the context of several EPSO CAST applications. According to the CAST notices, any person who engages in a recruitment procedure must provide, on his/her honour, true and complete information, and if necessary, subsequently provide proof thereof. As the information was not clear, and she could not provide any proof thereof, the Authority Authorised to Conclude Contracts of Employment considered that the contract agent breached Article 11 of the Staff Regulations. When taking the decision, the Authority took into account as a mitigating circumstance the fact that the contract agent was not recruited on the basis of the EPSO CAST application for which she made inaccurate and undocumented statements, and that she acknowledged her misconduct.

The Authority Authorised to Conclude Contracts of Employment downgraded in the same function group by one grade a contract agent who omitted to declare his second nationality upon entry into service, which was relevant for the determination of entitlements under the Staff Regulations. Consequently, he benefitted unduly from the expatriation allowance of 16%. The Authority Authorised to Conclude Contracts of Employment therefore concluded that the contract agent breached Article 11 of the Staff Regulations. When considering the proportionality of the sanction, the Authority Authorised to Conclude Contracts of Employment took into account the fact that both the agent's performance and his conduct in the service were very good.

The Authority Authorised to Conclude Contracts of Employment downgraded in the same function group by one grade a temporary agent who omitted, on two occasions, to declare her second nationality upon entry into service, which was relevant for the determination of entitlements under the Staff Regulations. Consequently, she benefitted unduly from the expatriation allowance of 16%. The Authority Authorised to Conclude Contracts of Employment therefore concluded that the temporary agent breached Article 11 of the Staff Regulations. When considering the proportionality of the sanction, the Authority Authorised to Conclude Contracts of Employment took into account the fact that the agent declared her second nationality when she filled in the forms for the third contract she concluded with the Commission and that her performance and conduct in the service were very good.

⁴ As determined on the basis of Article 2 of the Staff Regulations of Officials of the European Union.

⁵ As determined on the basis of Article 6 of the Conditions of Employment of Other Servants of the European Union.

In the framework of the enforcement of a judgment of the General Court of the European Union, which annulled the disciplinary sanction decision taken for the same facts, the Authority Authorised to Conclude Contracts of Employment terminated the employment of a contract agent on invalidity. The contract agent had submitted to the PMO fraudulent requests for reimbursement of medical expenses. One of the requests contained an invoice on which the amount was considerably increased in comparison to the amount originally paid by the contract agent. The second request for medical reimbursement contained an amount for medical care, which was given to another person who was not entitled to receive reimbursement. In both cases, a member of the family asked the medical services of the Member State concerned to forge the documents so that the agent could receive increased reimbursement. The Authority Authorised to Conclude Contracts of Employment concluded that he breached Articles 11 and 12 of the Staff Regulations and, given the gravity of the facts, terminated his employment.



The Appointing Authority imposed a reprimand on an official who used internal documents concerning her situation, which did not correspond to the reality, in the context of civil proceedings. In imposing the penalty, the Appointing Authority took into account the difficult personal situation of the staff member, the fact that she fully cooperated with the procedure and that she admitted the fault and provided ample information about the personal context in which the breaches occurred. The Appointing Authority considered that, despite the mitigating circumstances, by her actions, the staff member infringed Articles 11 and 12 of the Staff Regulations.

Inappropriate behaviour likely to reflect adversely on the official's position

Article 12 of the Staff Regulations prohibits any action or behaviour – whether inside or outside of the institution – which might reflect adversely upon the position of the staff member.

The Appointing Authority imposed a written warning on an official who made inappropriate, racist remarks towards a colleague. The Appointing Authority considered that this behaviour amounted to a breach of Article 12 of the Staff Regulations. In determining the sanction, the Appointing Authority took into account the impact the remarks had on the victim but also the state of health of the person concerned as well as the

fact that she cooperated with the procedure and had no intention to harm the colleague in question.



The Authority Authorised to Conclude Contracts of Employment terminated the employment of a contract agent posted in the EU Delegation in a third country for having i) adopted an aggressive and inappropriate behaviour during a traffic accident and ii) made very serious inappropriate statements against a French military at a leisure club. In addition, the agent committed acts of violence towards his wife, which rapidly became known both inside and outside of the Delegation. The Authority Authorised to Conclude Contracts of Employment concluded that the contract agent infringed Article 12 of the Staff Regulations and, given the gravity of the facts and that the relation of trust between him and the Institution was irremediably broken, terminated his employment.



The Appointing Authority imposed a reprimand on an official who spread false information and inappropriate content regarding the Coronavirus pandemic and democratically elected governments on her public social media accounts. On her Facebook and Instagram accounts, she presented herself as a Legal officer of the European Commission. Some of the publications contained inappropriate language and/or were identified by Facebook as fake news. The Appointing Authority concluded that the official breached Articles 11 and 12 of the Staff Regulations. It also noted that the Commission's Social Media Guidelines for all staff set out, amongst others, that the staff members must exercise their rights to freedom of expression with caution, moderation and a due sense of proportion. The Appointing Authority noted that the official eventually deleted her social media accounts and expressed regret for her actions.



The Appointing Authority imposed a written warning on an official who circumvented the Commission rules for COVID-19 vaccination and got a family member vaccinated at the Medical Service, instead of himself, despite the explicit instructions of the Medical Service that family members could not be vaccinated at the Commission. He first provided incorrect data on the vaccination documents and thereafter let his family member be vaccinated. The Appointing Authority concluded that the official breached Articles 11 and 12 of the Staff Regulations. When deciding on the sanction, the Appointing Authority considered as attenuating circumstances the difficult personal situation of the family member during the COVID-19 pandemic and his cooperation during the procedure.



The Appointing Authority decided to remove an official from the post, without reduction of the pension rights, for serious and repeated inappropriate behaviour, insubordination, unjustified absences and the exercise of an unauthorised outside activity. Like the Disciplinary Board, the Appointing Authority considered that the facts were aggravated by the following circumstances: i) the continuous nature of the reproached actions and the absence of improvement, despite numerous warnings; ii) the repeated absences from the office, which had an impact on the colleagues' workload; iii) the unlawful presence in the office outside the working hours and the non-respect of the instructions received in this respect. The Appointing Authority considered that the behaviour of the official amounted to a breach of Articles 11, 12, 21, 55 and 59 of the Staff Regulations.



In the framework of the enforcement of a judgment of the General Court of the European Union, which confirmed the established facts, but annulled the sanction decision imposed by the Appointing Authority for a procedural error, the Appointing Authority imposed a reprimand on an official who did not follow the applicable rules on parking security nor the instructions of the security guards advising him on those rules and did not behave appropriately towards these same guards. The Appointing Authority therefore concluded that his behaviour amounted to a breach of Article 12 of the Staff Regulations and retained as aggravating circumstances the grade and the professional experience of the official.

Harassment

Article 12a of the Staff Regulations prohibits any form of psychological or sexual harassment.

The Appointing Authority imposed the sanction of monthly withholding of EUR 1 000 from the retirement pension for a period of five years on a retired Head of Unit who was disrespectful and, for many years, systematically made rude and inappropriate comments towards his colleagues. The Appointing Authority considered that his behaviour constituted a breach of Article 12 of the Staff Regulations. In addition, he repeatedly and publicly undermined the dignity and authority of a peer colleague. The Appointing Authority considered that behaviour as psychological harassment and thus in breach of Article 12a of the Staff Regulations. In determining the sanction, the Appointing Authority considered the hierarchical position of the former official, the fact that his acts were intentional

and that they impacted adversely the reputation of the Commission as well as the dignity and psychological integrity of the colleagues.



The Appointing Authority decided to remove from the post, with the reduction pro tempore of his pension rights, an official who adopted seriously inappropriate behaviour and committed sexual offence towards a staff member. The facts were also the subject of parallel judicial criminal proceedings which resulted in a criminal penalty. The Appointing Authority considered the established facts as very serious and retained as aggravating circumstances the high grade and hierarchical position of the official and the fact that, through his actions, he affected adversely the victim and the reputation of the Institution.



The Appointing Authority imposed the sanction of monthly withholding of EUR 1 000 from the retirement pension for a period of two years on a retired Head of Unit who behaved inappropriately towards her colleagues, which the Appointing Authority qualified as a breach of Article 12 of the Staff Regulations. In addition, she systematically and repetitively used harsh language and gestures towards a colleague which undermined the latter's dignity and psychological integrity. The Appointing Authority considered that behaviour as psychological harassment and thus in breach of Article 12a of the Staff Regulations. In determining the sanction, the Appointing Authority took into account as aggravating circumstances the high grade and the hierarchical position of the official and considered as mitigating circumstances her outstanding performance during the entire career and the fact that she cooperated well with the procedure and regretted the facts.

Unauthorised outside activities

Article 12b requires staff to seek authorisation from the Appointing Authority before engaging in an outside activity.

The Appointing Authority imposed the sanction of deferment of advancement to a higher step for one month on an official who performed outside activities as an advisor for three years, without having requested or obtained prior authorisation. He was listed on the relevant organisation's website as a member of the Advisory Panel and referred to as expert at the European Commission. In relation to that breach, the Appointing Authority concluded that he infringed Article 12b of the

Staff Regulations. In addition, it was also established that he used his Commission laptop to access, outside working hours, websites with inappropriate content. The Appointing Authority concluded that accessing websites with unethical content from the Commission IT tools reflected adversely upon his position of a staff member of the Commission and put at risk its reputation. Thus, it established that his actions constituted a breach of Article 12 of the Staff Regulations.



The Appointing Authority imposed a deferment of advancement to a higher step for a period of 12 months on an official who exercised a commercial outside activity for four years, without prior authorisation by the Appointing Authority. Furthermore, the official exercised an outside activity for a year, despite the fact that the Appointing Authority had refused to give an authorisation for it. In addition, the official left for holidays abroad while on sick leave without having requested prior authorisation. The Appointing Authority concluded that the official thus infringed Articles 12, 12b and 60 of the Staff Regulations.



The Appointing Authority imposed a reprimand on an official who, while on leave on personal grounds, concluded contracts to carry out remunerated tasks for the Commission via his company. By doing so, he breached the rules on the exercise of outside activities, in particular Article 16 of Commission Decision C (2018) 4048 regarding the prohibition for staff members on leave on personal grounds to receive remuneration for tasks carried out for the Commission. The Appointing Authority concluded that the official infringed Article 12b of the Staff Regulations. However, it took into account several mitigating circumstances, such as the fact that he expressed regrets in this regard and that he was transparent in his declarations, both in his requests for authorisation to carry out outside activities, and in the disciplinary proceedings, during which he was very cooperative.



The Appointing Authority imposed a reprimand on a former high-grade official who, while on leave on personal grounds, did not respect the restrictions imposed by the Appointing Authority for an authorised outside activity. Contrary to the Disciplinary Board, the Appointing Authority considered that the official did not comply with the imposed restrictions on his authorised outside activity and that his repeated actions affected adversely the reputation of the Institution. In deciding on the sanction, the Appointing Authority took into account, as mitigating circumstances, the fact that i) the official fully cooperated with the procedure, ii) he

acknowledged and expressed regret for his actions, iii) while he was in active service, his performance largely exceeded the objectives. The Appointing Authority also considered the fact that the official resigned from his post during the procedure, so that, at the date of the decision, he was no longer in active service.



The Authority Authorised to Conclude Contracts of Employment imposed a reprimand on a contract agent who first failed to request the authorisation of the competent Authority before he engaged in an outside activity and later did not declare that the activity was commercial and remunerated, presenting it only as a hobby. In deciding on the appropriate sanction, the Authority Authorised to Conclude Contracts of Employment retained i) as aggravating circumstances the long period of time during which the staff member intentionally failed to declare the activity and the fact that he used the Commission's intranet to promote it, and ii) as attenuating circumstances the fact that he cooperated with the procedure and carried out his tasks to the satisfaction of his hierarchy.

Failure to comply with rules on publications

According to Article 17a, second paragraph of the Staff Regulations, without prejudice to Articles 12 and 17, an official who intends to publish or cause to be published, whether alone or with others, any matter dealing with the work of the Union shall inform the Appointing Authority in advance.

The Authority Authorised to Conclude Contracts of Employment imposed a reprimand on a contract agent who published, in a scientific journal, an article related to the work of the Commission without having informed the competent Authority beforehand. The Authority Authorised to Conclude Contracts of Employment considered that the omission amounted to a breach of Article 17a of the Staff Regulations. In deciding on the disciplinary penalty, it took into account that the staff member reported herself the failure to the administration, sincerely regretted it and cooperated with the procedure.

Unauthorised absences

According to Article 60, first paragraph of the Staff Regulations, an official may not be absent without prior permission from his immediate superior, except in case of sickness or accident. According to Article 60, second paragraph of the Staff Regulations, if an official wishes to spend his leave elsewhere than at the place of employment, he must obtain prior permission from the Appointing Authority.

The Appointing Authority decided to withhold EUR 900 per month from the invalidity allowance of an official for a period of six years, or until he retires if that happens before 1 May 2028, for having left his place of employment during his medical leave without any prior authorisation, and for not having notified his address of residence to the Appointing Authority, nor any changes of address. Equally, the Appointing Authority retained the fact that the official did not cooperate loyally during the invalidity procedure and concluded that the official had breached his duty of loyalty under Article 11, his duty to notify the Appointing Authority of his address and inform of any change under Article 20, and his duty to request prior permission to spend his leave elsewhere, under Article 60 of the Staff Regulations.

IDOC also gave 10 specific, tailor-made presentations to newcomers in DG HR, to the newly appointed Heads of Unit and to the EEAS Heads of Administration preparing to be posted to EU Delegations, as well as to other Commission DGs upon request.

V - POLICY AND COMPLIANCE

5.1. Proceedings on waiving the immunity of staff

IDOC deals with requests for waiving the immunity from judicial proceedings, received from the judicial authority of a Member State.

In 2022, IDOC received no such request.

5.2. Participation in the Inter-service Working Group on cooperation with the European Public Prosecutor's Office

With the launch of the European Public Prosecutor's Office, IDOC continued to be a member of the working group setting up the 'Agreement establishing the modalities of cooperation between the European Public Prosecutor's Office and the European Commission', which was adopted in July 2021. In this context, in 2022, together with the Secretariat-General and OLAF, IDOC took part in the working group coordinating the implementation of the Agreement and its possible review.

5.3. Outreach to staff

While being first and foremost a service geared towards enforcing ethical rules, IDOC has also carried out activities in the area of prevention, namely awareness-raising events and training initiatives.

IDOC's outreach activities in 2022 included 10 interactive training sessions on ethics and disciplinary matters, titled "Say no to temptations, they might have disciplinary consequences!", available to EU staff from the Commission, the executive agencies and other institutions via EU Learn. These regular training sessions, with case studies based on anonymised IDOC cases, are given to raise awareness on what is appropriate or forbidden to pursue as EU staff members.

