

The Investigation and Disciplinary Office of the Commission

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

2025
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 behave, at all times, in an irreproachable manner and to always comply with their statutory obligations. A large majority of Commission staff indeed do this. However, when allegations of breaches of these obligations arise, IDOC conducts, in a fair, transparent and timely manner and upon a mandate by the competent Authority¹, 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 sessions 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 2025 gives a statistical overview of all the activities of IDOC and a summary of cases in which a disciplinary penalty was taken over the year. The cases are presented with a view to illustrating the broad scope of the cases that IDOC deals with, as well as to informing staff members about the consequences that can result from breaches of statutory obligations.

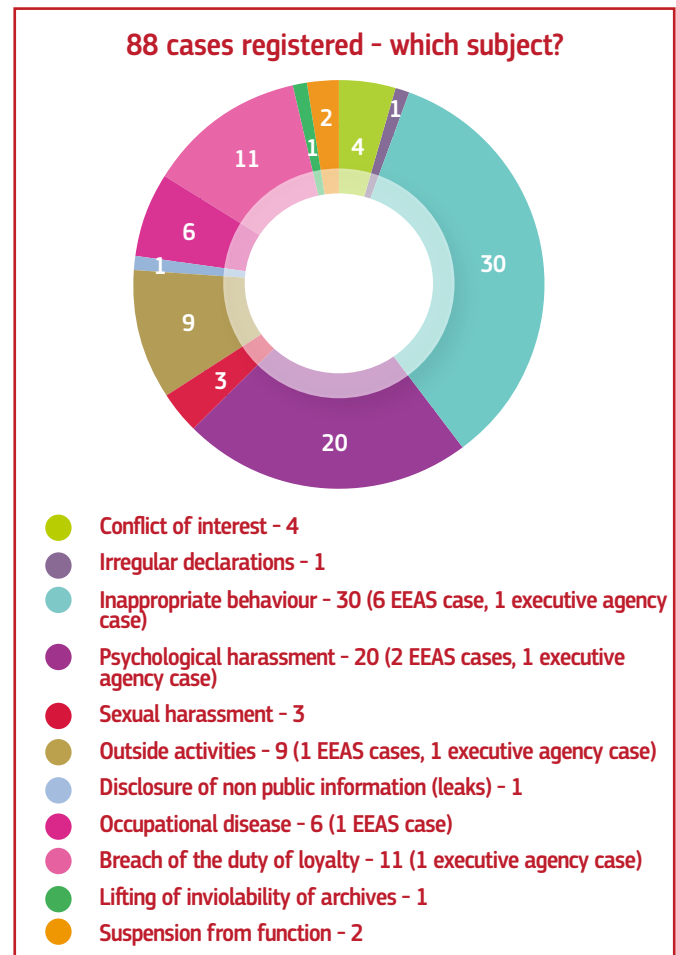
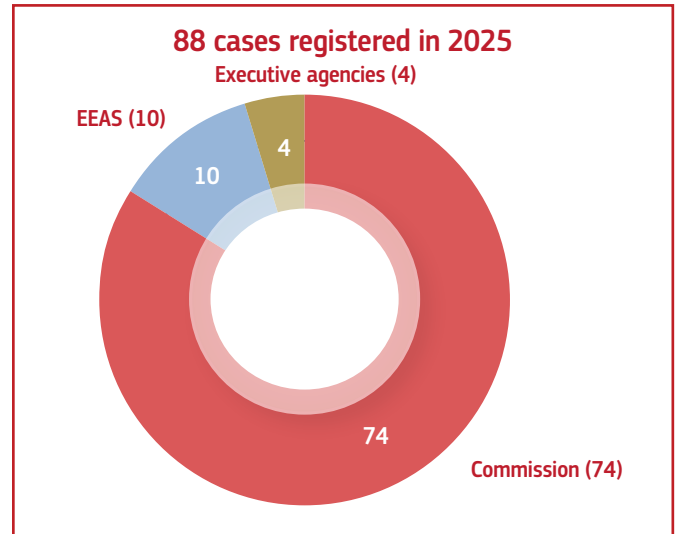
II - CASES REGISTERED IN 2025 – OVERVIEW

Information about potential statutory breaches comes from a variety of sources, including other Commission services, EU Institutions, the European Anti-Fraud Office (OLAF), the European Public Prosecutor's Office (EPPO), the executive agencies, requests for assistance filed by staff members 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 European External Action Service (EEAS), the executive agencies, the European Data Protection

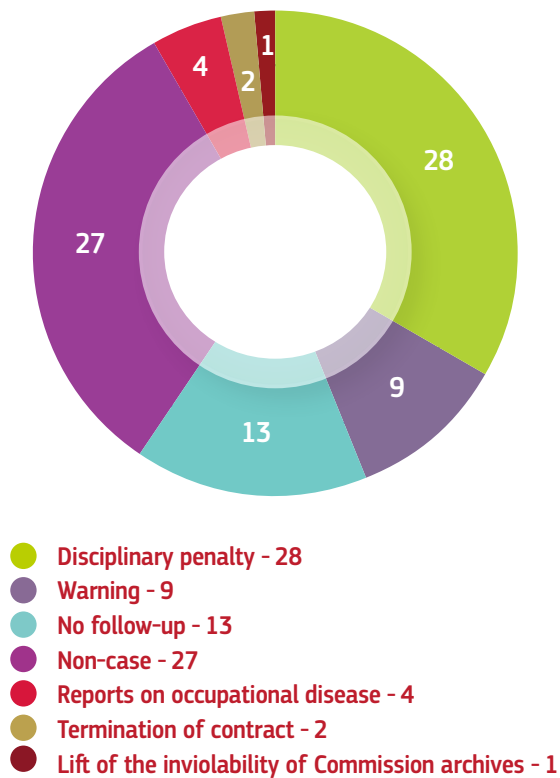
Supervisor (EDPS) and the European Economic and Social Committee (EESC). Under the terms of the SLAs, IDOC provides an equivalent service as it does for the Commission, including carrying out administrative inquiries and disciplinary proceedings based on mandates provided by the respective Authorities of these Institutions and agencies.

For the decentralised agencies, some joint undertakings, the Committee of the Regions, the European Court of Auditors and the European Central Bank, IDOC provides a helpdesk service, on request.



¹ Either Appointing Authority (as determined on the basis of Article 2 of the Staff Regulations of Officials of the European Union) or Authority Authorised to Conclude Contracts of Employment (as determined on the basis of Article 6 of the Conditions of Employment of Other Servants of the European Union). For the sake of simplicity, the term Authority is used throughout the report.

84 cases closed : which outcome?



In 2025, IDOC registered 88 new cases, representing a very stable trend in comparison to 2024. In addition, IDOC continued to deal with on-going cases registered in previous years.

Out of the 88 new cases, ten cases concerned the EEAS and four the executive agencies.

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 2025, 27 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 Authority gives IDOC a mandate to carry out an administrative inquiry. Inquiries aim to establish the facts related to a situation that may involve a breach of statutory obligations. Inquiries allow the Authority to take a

decision on whether to launch a pre-disciplinary proceeding based on established facts and the degree of responsibility of the 'person(s) concerned'. At the end of the inquiry, before the finalisation of 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 2025, IDOC received 48 mandates from the Authority to open administrative inquiries. They concerned allegations of conflict of interest, inappropriate behaviour (including in a staff member's private life), non-respect of the rules on teleworking, psychological and sexual harassment, unauthorised outside activities (or exceeding authorisations), medical leave spent outside the place of assignment, insubordination, breach of the duty of loyalty and abuse of diplomatic privileges.

Out of the 48 mandates received, two related to administrative inquiries under the procedure for the recognition of an occupational disease pursuant to Article 73 of the Staff Regulations and four pursuant to Article 78 of the Staff Regulations². 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 Authority.

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

In 2025, 51 administrative inquiries were closed, which also included cases registered in previous years. In 11 of these cases, the Authority decided to close the case without any disciplinary follow-up.

In 34 cases, the Authority decided to open pre-disciplinary proceedings.

In two cases, the Authority decided to launch the procedure for terminating the contract of the person concerned in accordance with Article 47 of the Conditions of Employment of Other Servants (CEOS). Four administrative inquiries related to requests for recognition of occupational diseases were closed with a report to the relevant Authority.

3.3. Pre-disciplinary proceedings

In case the Authority decides, based on the findings of the administrative inquiry, to pursue the case

² In the graphs, the figures concerning the procedures under Articles 73 and 78 are presented together under the description 'occupational disease'.

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 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 2025, the Authority gave IDOC a mandate to open pre-disciplinary proceedings in 41 cases⁴.

Following the pre-disciplinary proceedings (carried out in 2025 and in the previous years), the Authority opened the disciplinary procedure in 31 cases. In seven cases, which concerned less serious shortcomings, with no budgetary impact or harm to the Institution's image and reputation, the Authority decided to issue

a non-disciplinary measure in the form of a warning (*mise en garde*), which is not a disciplinary penalty. One case has been suspended after the pre-disciplinary phase until completion of the investigation carried out by the national authorities.

3.4. Disciplinary proceedings

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

When the Authority considers that the established facts do not merit a penalty 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 Authority decides on the penalty to be imposed.

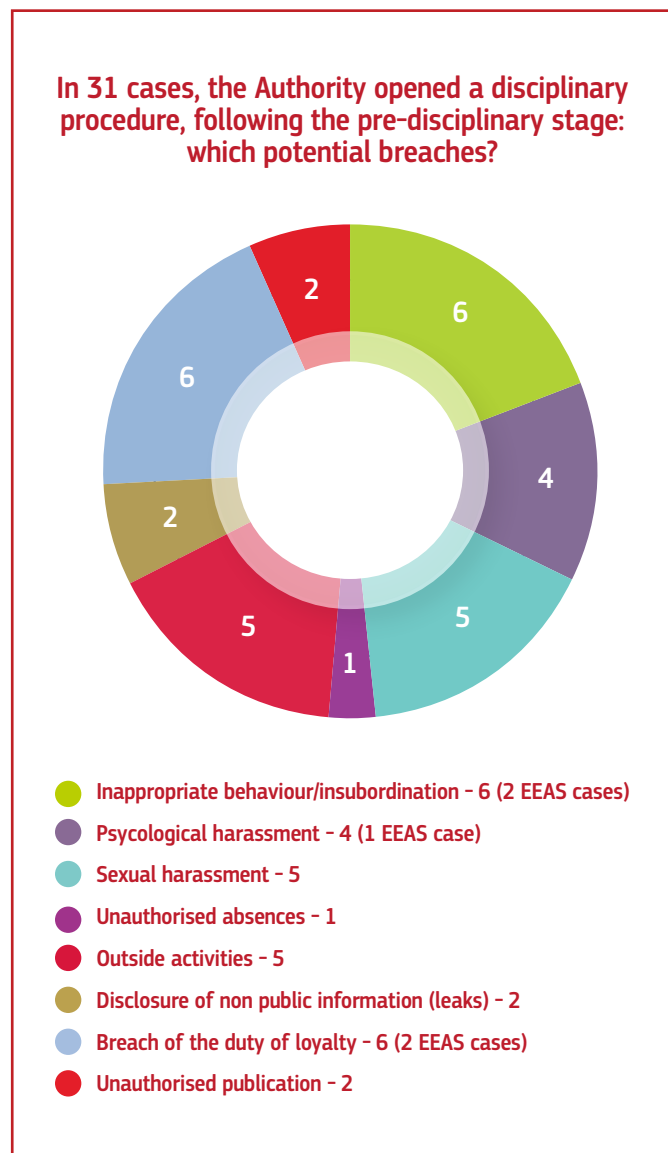
When the Authority considers that the established wrongdoing is sufficiently serious to warrant a financial penalty, it refers the case to the Disciplinary Board. A disciplinary report, setting out the facts and an assessment of the misconduct, is sent to the Disciplinary Board and to the person concerned. 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 penalty. Taking into due account the opinion of the Disciplinary Board, the final decision on the penalty to be imposed is taken by a tripartite Authority, after hearing the person concerned again.

In 2025, 31 disciplinary proceedings were opened, comprising 15 that proceeded without referral to the Disciplinary Board and 16 cases that involved referral to the Board.

3.5. Suspension proceedings

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 2025, IDOC dealt with two suspension files. In one file, considering the facts and circumstances of the case, the Authority decided not to suspend the person concerned. The other file was still on-going in December 2025.



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

⁴ 34 cases following an IDOC administrative inquiry and seven cases following an OLAF investigation.

3.6. Different types of non-disciplinary and disciplinary measures

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 measure, 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 penalty imposed can range from a written warning to removal from post. Retired staff members can be sanctioned through a reduction of their pension for a specific period of time. The same approach applies to staff members in receipt of an invalidity allowance. The disciplinary penalty 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 Authority.

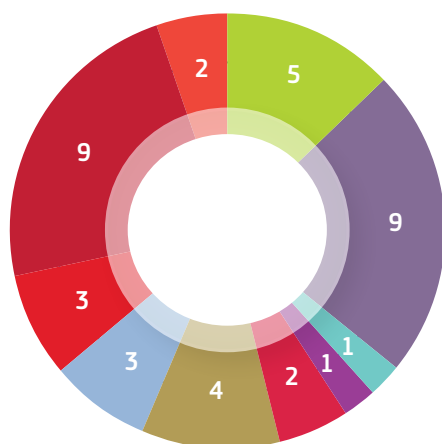
In deciding on the disciplinary penalty to be imposed in any case, the Authority takes into account a number of factors, as set out in the Staff Regulations: the nature and circumstances of the misconduct; the extent to which the misconduct adversely affected the Institution; whether the misconduct involved 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' for breaches of statutory obligations: each case must be assessed on its merits and any disciplinary measure imposed must be commensurate with the seriousness of the misconduct.

In 2025, 28 cases were closed with a disciplinary penalty. The penalties imposed by the Authority included written warnings, reprimands, deferment of advancement to a higher step, relegation in step, temporary downgrading, downgrading in the same function group, withholding from pension and removal from post, with or without reduction of the pension.

In nine cases⁵ the Authority decided on the non-disciplinary measure of a 'warning' and, in two cases, the contract of the person concerned was terminated.

39 disciplinary and non-disciplinary measures imposed: which type?



DISCIPLINARY - 28

- Written warning - 5
- Reprimand - 9 (2 EEAS cases)
- Deferment of advancement to a higher step - 1
- Relegation in step - 1
- Temporary downgrading - 2 (1 EESC case)
- Downgrading in the same function group - 4
- Withholding from pension - 3
- Removal from post - 3 (1 EEAS case)

NON-DISCIPLINARY (8)

- Warning - 9
- Termination of contract - 2 (1 executive agency case)

IV - SUMMARY OF CASES CLOSED WITH A DISCIPLINARY PENALTY ⁶

In line with Article 45 of Decision C(2019) 4231, this report provides a summary of the cases in which the Authority imposed a disciplinary penalty in 2025.

Breach of the 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 removed from the post an official and reduced his pension to the minimum subsistence figure, for a period of 10 years, for serious infringement of his duty of loyalty towards the Institution, conflict of

⁵ In seven cases, following a pre-disciplinary proceeding and in two cases, at the end of the disciplinary proceeding.

⁶ Three of these cases concerned the EEAS and one the EESC.

interest, inappropriate behaviour and insubordination in relation to acts of corruption, which were the object of national criminal proceedings.

The Authority concluded that, by his involvement in this criminal activity, the official had not respected the highest ethical standards as laid down in Articles 11 and 12 of the Staff Regulations, nor had he exercised probity, loyalty and independence in relation to the Institution (Article 11), nor an image of dignity consistent with the correct and respectable conduct expected (Article 12). The official also failed to declare a private relationship with the contractors, thus breaching Article 11a of the Staff Regulations concerning the conflict of interest rules. Finally, by acting as he did, the official also failed to assist his superiors, thus violating Article 21 of the Staff Regulations. In deciding the penalty, the Authority retained a series of aggravating circumstances.

The Authority issued a written warning to an official who exercised a lack of judgement by blurring professional and personal boundaries, which raised questions as to the correct use of public funds, thus violating Article 12 of the Staff Regulations. It was also considered that, by doing so, the official had not had solely the interests of the Institution in mind, and, as such, he had also violated Article 11 of the Staff Regulations.

In deciding the penalty, the Authority noted that, while there were no aggravating circumstances, the official was in a senior grade and had spent a long time in the Institutions, so should have shown a higher degree of circumspection in his actions.

The Authority imposed the penalty of withholding EUR 4000 per month for a period of ten years from the pension of a retired official for having abused his diplomatic privileges in an EU Delegation, as well as having engaged in unauthorised outside activities and published articles, over a long period of time, without informing in advance the competent Authority.

The Authority considered that he had breached Articles 11, 12, 12b, 17a and 23 of the Staff Regulations. In deciding the severity of the penalty, the Authority factored in a number of aggravating circumstances including the very high reputational damage to the Commission, the seniority, extensive experience and high level of the staff member's role and responsibilities, as well as the repetitive nature, extent and high frequency of the misdemeanours which included organised fraud.

The Authority downgraded an official by two grades for having made serious, groundless accusations about three other officials to people and organisations outside of the Institutions.

The Authority concluded that the official in question had breached both Articles 11 and 12 of the Staff Regulations by acting disloyally and behaving in a manner which could reflect adversely on her position. The Authority retained as an aggravating circumstance the official's experience and seniority.

Inappropriate behaviour

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

The Authority downgraded an official by one grade for having sent insulting messages in a WhatsApp group conversation used for professional purposes and also for having made no effort to moderate others' insulting messages on the same group. In addition, his behaviour and attitude at work, over a substantial period of time and despite requests from his hierarchy, did not meet the standards of loyalty expected by the Institution and reflected adversely upon the Commission. Through this behaviour, the official had violated Articles 11, 12 and 21 of the Staff Regulations.

The Authority imposed a written warning on a contract agent for having used disrespectful and inappropriate language towards his hierarchy and another colleague and for not having always respected the instructions and rules given by his hierarchy.

The Authority concluded that the staff member had breached Articles 12 and 21 of the Staff Regulations.

The Authority⁷ imposed a reprimand on an official for behaving in a disloyal manner and undermining the dignity of the office by his behaviour over a period of time and in several different circumstances.

The Authority concluded that the official adopted inappropriate behaviour in a number of ways. He ostentatiously refused to follow the rules applicable

⁷ The Authority was the European External Action Service (EEAS).

in the working environment and had, at times, used improper and insulting language towards his colleagues. Thus, the Authority concluded that the staff member had breached Articles 11 and 12 of the Staff Regulations.

The Authority issued a written warning to an official for having made an offensive and insulting comment about a colleague and for unjustly criticizing this colleague by publicly shaming him.

The Authority found that this constituted inappropriate conduct within the meaning of Article 12 of the Staff Regulations. The official committed to work on her communication style, which was taken into consideration as an extenuating circumstance.

The Authority downgraded by two steps a contract agent who sent insulting messages in a WhatsApp group used for professional purposes, and, as the moderator of the exchanges, did not take a position nor impede other colleagues from making rude and offensive messages in the group chat.

The Authority concluded that the contract agent breached Articles 11, 12 and 21 of the Staff Regulations. When considering the penalty, the Authority retained as aggravating circumstances that the inappropriate behaviour had gone on for a long time and that the colleague did not react appropriately to the warnings he received about his behaviour.

The Authority downgraded by two grades a temporary agent for a serious breach of her statutory obligations under Article 12 of the Staff Regulations for having actively taken part in a legally questionable financial transaction between third parties. Through her actions, she failed to adopt the highest ethical standards expected of staff members of the Commission and failed to demonstrate the necessary circumspection. The Authority concluded that, even if she did not benefit from the transaction, engaging in this transaction with third parties, while occupying a high profile and politically sensitive position in the Commission, was an aggravating circumstance.

The Authority imposed the penalty of a temporary downgrading by one grade, for a period of six

months, on a temporary agent because of repeated inappropriate and disrespectful behaviour which negatively affected the team and thus created a tense working atmosphere in the Unit.

The Authority concluded that, with such repetitive behaviour, the official largely failed to meet the basic obligations of professional dignity and loyalty to the Institution and breached Article 12 of the Staff Regulations. The Authority also retained that, by adopting an obstructive attitude towards his hierarchy, the staff member had violated Article 21 of the Staff Regulations. When considering the proportionality of the penalty, several aggravating circumstances were held against the official, including his long career in the Institution as well as his failure to heed the requests and warnings about his behaviour over a period of time.

The Authority imposed the penalty of deducting EUR 500 per month from a retired official's pension for one year for overstepping his role in the context of the tasks assigned to him when in active service.

The Authority concluded that the official had violated Article 12 of the Staff Regulations for this inappropriate behaviour which included hounding an external person because of his physical appearance. When considering the penalty, the Authority retained as aggravating circumstances the continued nature of the behaviour over a period of time, as well as the attempt by the official to alter evidence during the administrative inquiry.

The Authority imposed⁸ the penalty of deferment of advancement to a higher step for a period of nine months on an official who sent inappropriate and misplaced messages outside the Institution. The Authority found that the official had thereby breached Article 12 of the Staff Regulations, and retained as aggravating circumstances the official's seniority and long professional experience.

The Authority⁹ imposed a reprimand on a temporary agent for inappropriate behaviour while exercising a management role in an EU Delegation.

The Authority found that the temporary agent had breached Article 12 of the Staff Regulations. In deciding the penalty, the Authority retained two aggravating

⁸ This penalty replaced the one imposed by the Authority in 2023 and which was annulled, in 2025, by the General Court for a procedural error.

⁹ The Authority was the EEAS.

circumstances: his extensive experience within the EU Institutions and his role as Head of Delegation, and that his behaviour had a significant impact on the well-being and health of several colleagues in the Delegation and reflected adversely upon his position. Regarding the extenuating circumstances, the Authority noted the contextual aspects which prevailed during the assignment, including the Covid pandemic and the local political context.

The Authority issued a written warning to an official for behaving in a manner with an outside contractor that was incompatible with the dignity of the function expected of an EU official.

The Authority concluded that the official had breached Articles 11 and 12 of the Staff Regulations. It retained as extenuating circumstances that the official fully cooperated with the inquiry, and had acknowledged and repeatedly apologised for his mistake.

Harassment

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

The Authority imposed a reprimand on an official for having employed language with sexual connotation in the presence of an external contractor working on Commission premises.

The Authority concluded that the official was in breach of Article 12a of the Staff Regulations. When considering the appropriate penalty, the Authority took into account the circumstances in which the facts occurred, the attitude of the official after the events and the fact that he restored the professional relationship with the victim.

The Authority¹⁰ decided to temporarily downgrade an official by one grade, for a period of one year, for psychologically harassing a colleague on his team and behaving inappropriately towards other members of staff. At the time of the facts, the official concerned was a Head of Unit.

As such, the Authority concluded that the official breached Articles 12 and 12a of the Staff Regulations whereby staff members must refrain from any action or behaviour which might reflect adversely upon their

position and from any unwanted behaviour that could be qualified as psychological harassment.

The Authority decided to reprimand an official for having behaved inappropriately towards a trainee. In particular, he imposed an inappropriate degree of familiarity on the trainee and displayed an abnormal level of attention and physical proximity towards her.

The Authority concluded that the official breached Articles 12 and 12a of the Staff Regulations. The Authority retained as an extenuating circumstance the fact that, after the opening of the inquiry, the official took various steps to analyse his own behaviour. Moreover, it resulted from the official's comments and behaviour that he fully understood the negative impact of his actions on the trainee and the damage he caused to this person.

Unauthorised outside activity

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

The Authority issued a written warning to an official on invalidity for engaging in unpaid outside activities over a number of years without authorisation. The Authority concluded that the official had breached Article 12b of the Staff regulations, and Article 13 of Annex VIII to the Staff Regulations, as well as the Commission decisions governing outside activities.

When deciding the penalty, the Authority retained as an extenuating circumstance that the official had cooperated throughout the procedure. It was also noted that the fault was committed by negligence rather than intentionally and that the activities he engaged in appeared not to have harmed the Commission's interests and reputation.

The Authority imposed a penalty of withholding EUR 250 per month for a period of three years on the pension of an official for pursuing outside activities which had been previously refused by the Authority. The Authority thus concluded that he had breached Article 12b(1) of the Staff Regulations. The Authority considered the fact that the official acted contrary to the explicit refusals as an aggravating circumstance.

¹⁰ The Authority was the European Economic and Social Committee (EESC).

The Authority imposed a reprimand on an official for pursuing an outside activity which went beyond what she had been authorised for, and which negatively impacted her work performance.

The Authority found that the official had breached Articles 11, 12b, 21 and 55 of the Staff Regulations. In deciding the penalty, the Authority retained two aggravating circumstances: the long experience of the official and the fact that she had been previously disciplined for exercising an outside activity without authorisation.

Unauthorised disclosure of information (leaks)

In line with Article 17, an official shall refrain from any unauthorised disclosure of information received in the line of duty, unless that information has already been made public or is accessible to the public.

An official shall continue to be bound by this obligation after leaving the service.

The Authority decided to impose a reprimand on a former temporary agent for the unauthorised disclosure of non-public information received in the line of duty.

The Authority concluded that she had breached Article 17 of the Staff Regulations by having repeatedly sent non-public Commission documents, without any authorisation, to external email addresses, accessible by third parties, via her Commission email. In addition, by favouring the interests of a third party, she did not have solely the interests of the Institution in mind and had thus also breached Article 11 of the Staff Regulations. Given that the staff member was no longer working for the Institution at the end of the disciplinary procedure, the penalty imposed was the most severe possible.

The Authority decided to impose a reprimand on a former temporary agent for the unauthorised disclosure of non-public information received in the line of duty, thus breaching Article 17 of the Staff Regulations. Given that he intentionally disclosed internal, non-public information on politically sensitive files, he also failed to observe the interests of the Commission to treat such documents confidentially, thus breaching Article 11. In addition, the Authority decided that the staff member had breached Article 12, which requires staff members to refrain from any action or behaviour which might adversely reflect upon their position. The Authority retained as an aggravating circumstance the fact that the staff member tried to hide his behaviour.

Given that the staff member was no longer in active service, the penalty imposed was the most severe possible.

The Authority imposed the penalty of downgrading an official by one grade for repeatedly disclosing non-public and internal documents and information of the Commission to a journalist. The disclosures caused serious disruption to the work of the Commission services.

The Authority found that the official had breached Articles 11, 12 and 17(1) of the Staff Regulations, and retained as an aggravating circumstance the long professional experience of the official in the Commission.

Failure to comply with the 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 imposed a reprimand on an official for having had an article published without having informed the Authority in advance. In addition, the nature of the information shared could have affected adversely the reputation of the Commission.

The Authority concluded that the official had failed to respect his obligations under Articles 11 and 17a of the Staff Regulations.

The Authority imposed a reprimand on an official for having published an article before informing the competent Authority. In addition, the nature of the information shared could have posed a reputational risk to the Commission.

The Authority concluded that the official had breached his obligations under Articles 11 and 17a of the Staff Regulations.

Insubordination

In line with Article 21, an official, whatever his rank, shall be responsible for the performance of the duties assigned to him. An official in charge of any branch of the service shall be responsible to his superiors in respect of the authority conferred on him and for the carrying out of instructions given by him. The responsibility of his subordinates shall in no way release him from his own responsibilities.

The Authority removed from the post an official for several breaches of the Staff Regulations (11, 12, 17, 19, 20, 21, 55, 59 and 60). Inter alia, the official had refused to work at his place of assignment, repeatedly

infringed rules governing teleworking and medical leave, did not respect instructions, misused various legal procedures, accumulated a significant number of unjustified absences and generally acted in an inappropriate manner.

The Authority considered that the statutory violations were aggravated by their great number and their repetitive nature over a long period of time. All of this and the disloyal attitude had led to an irremediable breakdown in trust between the Institution and the official in question.

The Authority¹¹ removed from post an official for systematically and repeatedly breaching Articles 12, 21, 55 and 60 of the Staff Regulations. These violations concerned a significant number of unjustified absences and the failure to carry out assigned tasks, to comply with instructions from the hierarchy and with the relevant rules on working (and sick leave) from outside the place of employment. The systematic repetition of this misconduct over a long period of time and the fact that, by her behaviour, she created additional work for her colleagues and hierarchy were held as aggravating circumstances.

V - POLICY AND COMPLIANCE

5.1. Proceedings on waiving the immunity of staff and the inviolability of archives, buildings and premises

IDOC is also competent for dealing with requests for waiving the immunity from judicial proceedings of a staff member and the waiving of the inviolability of Commission archives, buildings and premises, received from EPPO or the judicial authorities of a Member State.

In 2025, IDOC received one request to lift the inviolability of the archives.

5.2. Participation in the Inter-service Working Group on the review of the Anti-fraud Architecture

In 2025, IDOC became a member of the Interservice Steering Group on the Anti-Fraud Architecture (AFA) Review, co-led by the Secretariat-General and DG BUDG, which will coordinate the necessary actions in relation to the revision of the AFA and the reinforcing of the cooperation between the actors involved.

5.3. Anti-harassment policy

During the reference period, IDOC continued to be associated with the activities related to the implementation of the Commission's anti-harassment policy. Under the leadership of the Chief Confidential Counsellor, IDOC actively participated in the meetings of the Steering Group on harassment, which convenes regularly to address issues of general importance related to the anti-harassment policy and procedures.

5.4. 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 through awareness-raising events and training initiatives.

IDOC's outreach activities in 2025 included 9 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 as EU staff members.

IDOC also gave 14 specific, tailor-made presentations to newcomers in DG HR, to newly appointed Heads of Unit, to future pensioners, to Blue Book trainees and to EEAS Heads of Administration preparing to be posted to EU Delegations, as well as to other Commission DGs and EU Institutions upon request.

¹¹ The Authority was the EEAS.

