



# teamwork<sup>2</sup>

combat sexual harassment  
in the workplace



## Newsletter No.3

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#### PARTNERS



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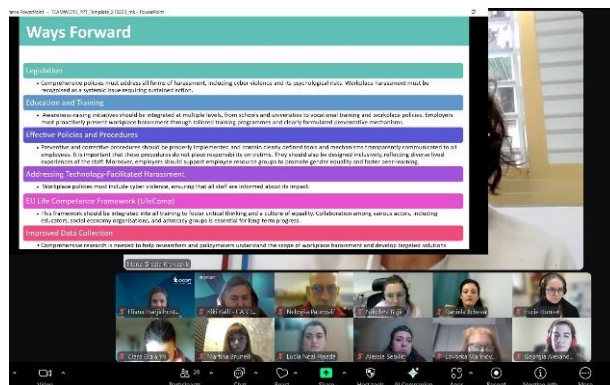


## Reflecting on teamwork2 Journey: Final Steps Toward Safer Workplaces



As the **teamwork2** project enters its final phase, we take pride in celebrating the impactful actions and collective progress made across Europe to combat workplace sexual harassment. Building on the momentum of awareness campaigns, legal support initiatives, and capacity-building seminars, recent months saw the project reach new heights through **local and EU roundtable discussions**, a powerful **transnational expert meeting**, and a **final conference** in Milan. These events not only consolidated the knowledge shared and strategies developed throughout the project but also strengthened our cross-country collaboration and commitment to creating safe, respectful workplaces for all.

### Online Transnational Experts Meeting



On February 25, **teamwork2** held an online Transnational Experts Meeting, organized by CARDET, gathering professionals from 6 countries to discuss how to better prevent and address workplace sexual harassment. Participants evaluated the project's Helpdesks, shared initial recommendations, and presented national policy proposals based on their local contexts. The meeting closed with a joint action plan for promoting these policies through advocacy and the project's final events.

### EU Roundtable event

On January 28, 2025, the EU Roundtable “Empowering Safe Spaces: Ending Workplace Harassment” was held in Brussels, bringing together 25 key stakeholders from EU institutions, civil society, and business networks. The event focused on advancing the EU Gender Equality Strategy, with discussions centered on education, policy, and collaboration. One of the panels, moderated by Kiki Kallis, Cardet’s HR Manager and Trainer, explored the role of lifelong learning in building safer workplaces, featuring expert speakers from organizations such as the Life-Long Learning Platform, Diesis Network, IVEPE-SEV and EVBB. The roundtable concluded with a collaborative workshop that shaped practical recommendations for policy improvement and advocacy at EU level.



## National Roundtable events

Leading up to the project's finishing line, national roundtable events were held across the partner countries to reflect on the project's deliverables, inform the public of actionable steps towards combating workplace harassment and to strengthen inter-agency collaboration. These gatherings provided a safe and constructive space for meaningful discussions, bringing together professionals from diverse fields — including HR, law, business, public administration, and civil society — all working toward the shared goal of building safer and more respectful workplaces.

### es Spain: Diversity Day



On October 3, 2024, Fundació SURT hosted the national roundtable in Barcelona, bringing together 44 participants from public institutions, NGOs, and the private sector. The event focused on practical approaches to addressing workplace sexual harassment, with speakers sharing insights on implementation, challenges, and impact. Discussions encouraged cross-sector collaboration, and the networking sessions led to new partnerships and shared commitments to safer work environments.

### it Italy: Empowerment through Dialogue in Florence



Held on 19 March 2025, the Italian roundtable, hosted by Oxfam Italy and CGIL Tuscany, convened 38 stakeholders at the Florence Chamber of Commerce. With speakers representing fields such as law, gender studies, trade unions, and workplace safety, the event delivered a comprehensive perspective on harassment prevention and victim support.

### cy Cyprus: Bringing Stakeholders Together for Real Impact



Also on March 19, CARDET hosted the Cyprus national roundtable in Nicosia, bringing together nearly 50 key stakeholders from government bodies, trade unions, the HR profession, the private sector, media, and civil society. With a strong mix of local and international voices, the event sparked rich discussions on national challenges and practical solutions. Participants praised the organisation and relevance of the agenda, while media coverage helped extend its impact beyond the room.

## HR Croatia: Breaking the Silence with Art and Advocacy

On 27 March 2025, Zagreb's Europe House hosted the Croatian national roundtable, organized with support from the Ombudsperson for Gender Equality. The event opened with the screening of "I Keep My Mouth Shut", an award-winning short film inspired by real-life experiences of harassment. This emotionally charged introduction gave a start of meaningful discussion on trauma, silence, and the power of storytelling. The event attracted coverage from Croatian National Television (HRT) and other media, amplifying its impact across the country.



## GR Greece: Driving Change in Workplace Harassment Prevention

On March 28th, 2025, a significant roundtable took place at the IVEPE-SEV premises to tackle sexual harassment in the workplace. Participants from various sectors collaborated to discuss challenges, share best practices, and propose solutions aimed at improving prevention, reporting, and legal frameworks.



## BG Bulgaria: Expanding Awareness and Institutional Support

Held on March 31, 2025, the Bulgarian roundtable brought together 46 participants from local authorities, the judiciary, NGOs, and the business sector. With high-level speakers including prominent human rights lawyers and psychologists, the event focused on raising awareness, improving victim protection, and promoting collaboration. Discussions also explored case studies and real-life applications of internal workplace policies.



## Milan Final Conference

On March 12th 2025, the **teamwork2** project culminated in a Final Conference in Milan, bringing together all partners, stakeholders, and supporters of the initiative. The event served as a platform to showcase the project's achievements, share best practices across countries, and reinforce the collective commitment to building inclusive, respectful, and harassment-free workplaces across Europe.



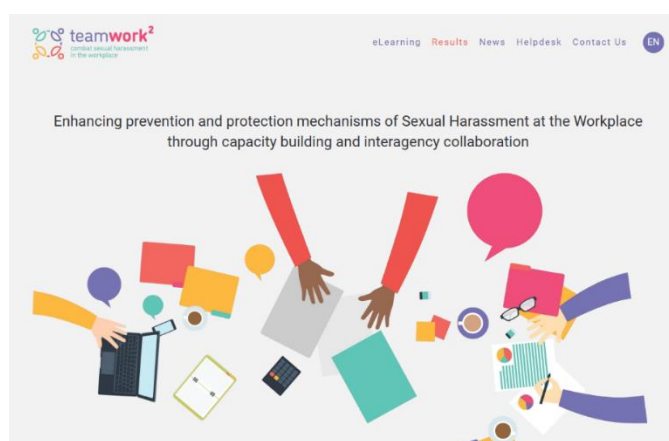
## Policy Recommendations: Turning Insights to Action

As a key outcome of the project's work, the **teamwork2** Policy Paper brings together insights from all partner countries to propose practical ways to make workplaces safer and more respectful.

Some of the main recommendations include:

- Regular, mandatory training for all staff on preventing and responding to sexual harassment
- Confidential reporting systems and independent complaint bodies to support victims and ensure fair handling of cases
- Stronger legal protections and clearer employer responsibilities, especially for vulnerable groups

These recommendations aim to inspire meaningful policy change at both national and EU levels.



You can read the full Policy Paper at [Results – Teamwork 2](#)