



21/12/2020

Mediation Summary

Re-hiring of an employee with disabilities following the Ombudsman's intervention

The Ombudsman, in the context of its special remit for combating discrimination and promoting the principle of equal treatment in employment and occupation (Law 4443/2016 and Law 3896/2010), examined the complaint of a worker with a disability (deafness), who complained to the Regional Labour Inspectorate (SEPE) that she was fired after 22 years of uninterrupted employment. In her complaint, the complainant alleged that her dismissal was unlawful and abusive, and that the reason for her dismissal was related to her disability.

Following the Ombudsman's intervention and the investigation of the case, the discussion of the labour dispute took place and after that, the competent Labour Inspectorate (SEPE) informed the Ombudsman that the employer decided to re-hire the employee.

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6/12/2020 Mediation Summary

Fine to a municipal company and referral of the mayor and municipal councillor to a disciplinary investigation, following a complaint from a disabled employee for harassment at work

The Labour Inspectorate (SEPE) dispatched to the Ombudsman a complaint on a labour dispute, which was submitted by a disabled worker with a municipal utility company. According to her complaint, the employee was harassed at work (insulted by expressions of sexual content), by the mayor and a then member of the Board of Directors of the company.

The Ombudsman examined the case and issued an extensive report, holding accountable both the mayor and the chairman of the Board of the company, which was also a municipal councillor and suggested to the competent service of SEPE, the imposition of administrative sanctions against the municipal company; in addition it suggested to the Coordinator of the competent Decentralized Administration to initiate a disciplinary hearing for both the chairman of the Board of the company and municipal councillor (for his omissions in relation to the case), as well as of the mayor and then member of the Board of the company (for exceeding his mandate). Subsequently, the competent department of SEPE issued an act imposing a fine against the company, amounting to 2,000 Euros, and the competent Decentralized Administration initiated a disciplinary hearing, calling the mayor and the chairman of the company to file their explanations on the incident.

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