



**CONSILIUL NAȚIONAL**  
pentru **COMBATEREA**  
**DISCRIMINĂRII**

2025

**Activity report**





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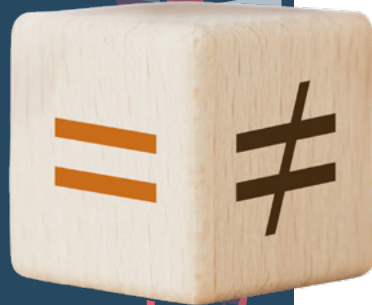
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# Foreword

At the beginning of this Annual Report, it is crucial to emphasize the importance of the N.C.C.D's institutional independence from political authority, especially considering the new European standards. Directive (EU) 2024/1499 and Directive (EU) 2024/1500 expressly establish the obligation of Member States to ensure that equality bodies exercise their mandates in full independence from any external influence or political interference, while being provided with adequate resources and strengthened competences to guarantee effective protection against discrimination. This European normative framework represents an important advance toward strengthening the structure of equality, emphasizing the importance of the independent operation of institutions tasked with evaluating and sanctioning discriminatory behaviors.

In this case, the N.C.C.D's Steering Board, composed of members from various professional backgrounds, serves as a source of democratic legitimacy rather than a bureaucratic barrier. This diversity of experiences and viewpoints mirrors the complexity of Romanian society and enhances the decision-making process. The mission of the Steering Board is to adopt consensual decisions through rigorous and balanced deliberation at the intersection of these varied perspectives. Beyond variations in training or professional background, the N.C.C.D's independence—both individual and institutional—serves as a key indicator of the rule of law and a protector of fundamental rights in Romania.

Cătălin Raiu

INTERIM VICE PRESIDENT

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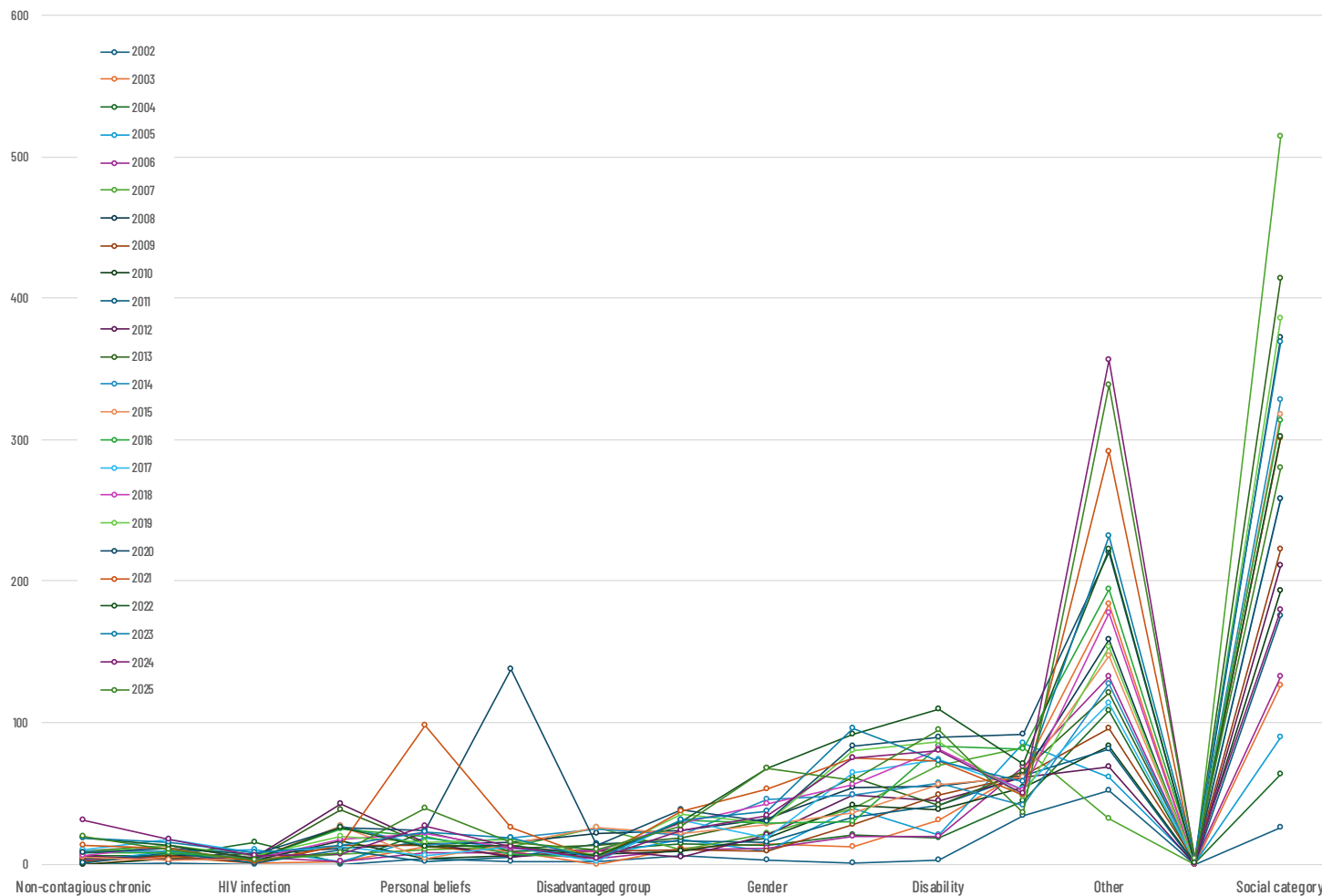
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CRITERIA	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Non-contagious chronic disease	0	0	6	2	3	2	4	2	0	1	6	9	9	5	8	10	6	8	8	13	18	18	31	20
Sexual orientation	1	5	6	9	6	7	6	6	4	8	3	13	9	3	8	17	13	13	11	11	13	15	17	10
HIV infection	0	1	15	10	5	3	7	1	3	1	5	4	3	4	4	8	4	6	7	2	4	8	6	3
Language	0	2	1	2	2	7	11	13	16	10	43	38	27	27	25	12	17	20	26	13	26	13	7	8
Personal beliefs	4	12	23	19	8	10	14	13	4	2	15	14	13	4	20	6	22	15	24	98	12	23	27	39
Religion	2	9	9	11	8	12	15	6	6	5	5	11	18	14	7	12	11	17	138	26	13	18	12	15
Disadvantaged group	2	0	10	6	4	26	22	9	7	14	10	13	25	26	5	2	9	6	13	4	6	4	4	10
Age	6	11	14	17	10	10	24	10	9	16	5	18	21	22	31	31	29	35	38	37	30	31	24	27
Gender	3	14	13	9	11	22	32	9	18	15	21	31	46	28	29	19	43	29	30	53	68	37	34	68
Nationality	1	12	21	39	20	39	54	28	42	33	49	61	49	36	30	64	56	80	83	75	92	96	75	59
Disability	3	31	18	21	20	70	55	49	38	42	45	42	57	56	83	74	81	87	90	73	110	73	80	95
Ethnicity	34	66	45	85	69	82	62	62	54	62	61	66	42	61	81	53	52	48	92	49	71	58	50	36
Other	52	184	108	61	132	32	159	96	83	81	69	121	127	147	194	114	177	153	220	292	222	232	356	339
Race	0	0	1	1	2	0	0	2	1	0	0	3	2	1	3	2	0	1	1	1	1	5	4	4
Social category	26	126	63	90	132	514	372	222	193	175	211	414	328	318	314	258	302	386	258	301	302	369	180	280
<b>TOTAL</b>	<b>134</b>	<b>473</b>	<b>353</b>	<b>382</b>	<b>432</b>	<b>836</b>	<b>837</b>	<b>528</b>	<b>478</b>	<b>465</b>	<b>548</b>	<b>858</b>	<b>776</b>	<b>752</b>	<b>842</b>	<b>682</b>	<b>822</b>	<b>904</b>	<b>1039</b>	<b>1048</b>	<b>988</b>	<b>1000</b>	<b>907</b>	<b>1013</b>

Distribution of petitions received by the N.C.C.D during 2002–2025 according to discrimination criteria/fields

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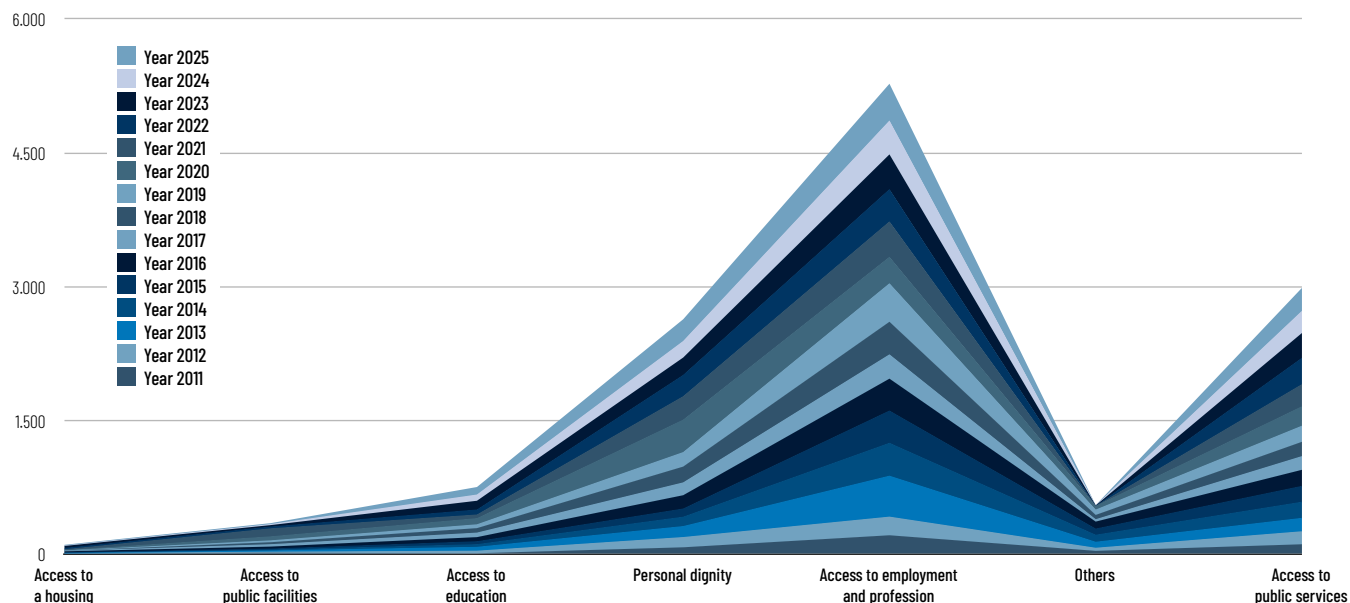




Evolution of petitions registered with the N.C.C.D during 2002–2025 according to each discrimination criterion

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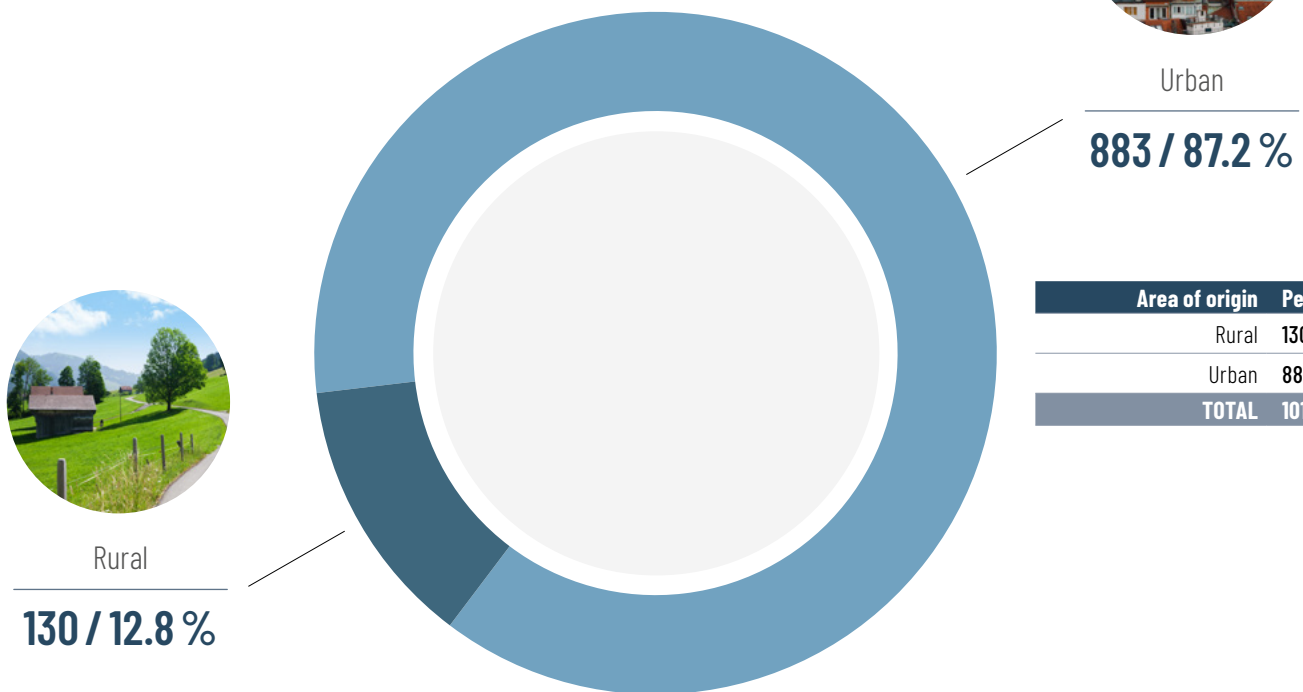
Evolution of petitions registered with the N.C.C.D during 2002–2025 according to each discrimination field

FIELD	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Access to employment and profession	211	209	459	369	362	357	273	365	432	297	397	362	389	380	412
Access to public services	110	146	150	181	178	180	154	160	181	218	248	296	277	249	257
Personal dignity	76	115	123	105	92	149	144	177	163	364	263	239	194	186	243
Access to education	9	29	43	30	33	46	51	50	43	69	41	56	98	70	84
Access to public facilities	15	12	14	10	11	22	27	22	21	45	90	20	16	12	10
Others	36	35	67	79	69	78	27	48	60	42	0	0	4	4	0
Access to a housing	8	2	2	2	7	10	6	0	4	4	9	15	22	6	7
<b>TOTAL</b>	<b>465</b>	<b>548</b>	<b>858</b>	<b>776</b>	<b>752</b>	<b>842</b>	<b>682</b>	<b>822</b>	<b>904</b>	<b>1039</b>	<b>1048</b>	<b>988</b>	<b>1000</b>	<b>907</b>	<b>1013</b>

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Distribution of petitions received by N.C.C.D in 2025 according to their area of origin



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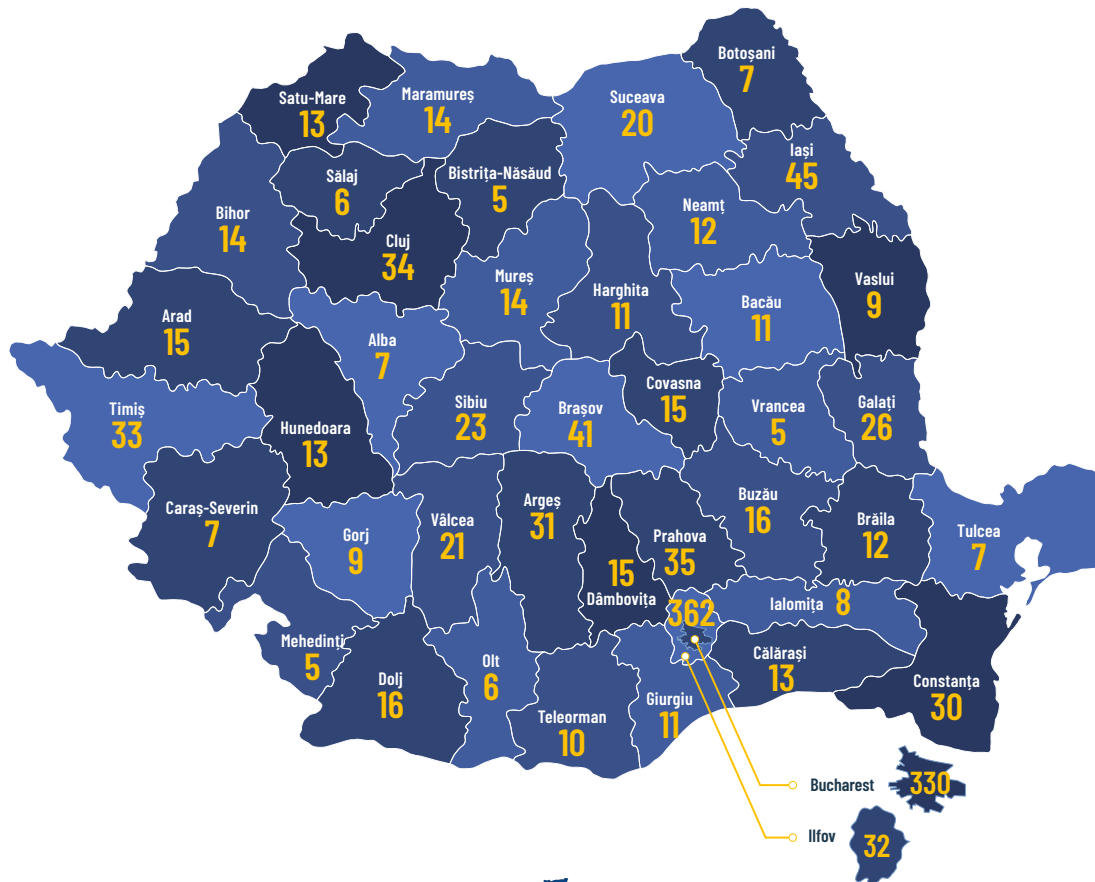
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**CONSILIUL  
NAȚIONAL  
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DISCRIMINĂRII**



Distribution of petitions registered in 2025 per county



Denmark  
1



United Kingdom  
4



Republic of Moldova  
1

County	Cases
Alba	7
Arad	15
Argeș	31
Bacău	11
Bihor	14
Bistrița Năsăud	5
Botoșani	7
Brăila	12
Brașov	41
București	330
Buzău	16
Călărași	13
Caras Severin	7
Cluj	34
Constanța	30
Covasna	15
Dâmbovița	15
Dolj	16
Galați	26
Giurgiu	11
Gorj	9
Harghita	11
Hunedoara	13
Ialomița	8
Iași	45
Ilfov	32
Maramureș	14
Mehedinți	5
Mureș	14
Neamț	12
Olt	6
Prahova	35
Sălaj	6
Satu Mare	13
Sibiu	23
Suceava	20
Teleorman	10
Timiș	33
Tulcea	7
Vâlcea	21
Vaslui	9
Vrancea	5
Denmark	1
United Kingdom	4
Republic of Moldova	1
<b>TOTAL</b>	<b>1013</b>

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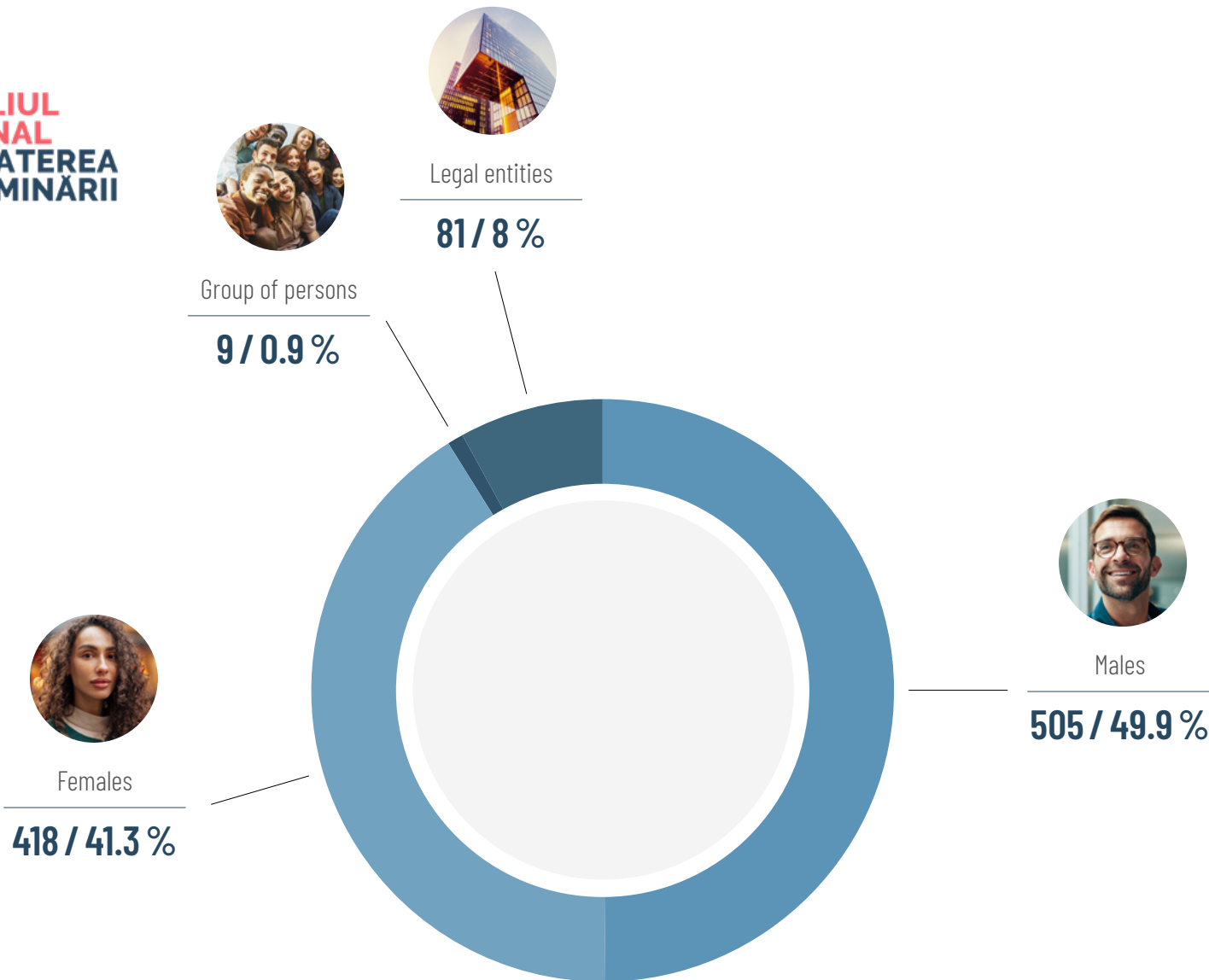
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Distribution of petitions received by the N.C.C.D in 2025 according to the profile of the applicant



Profile of the applicant	Petitions
Male	505
Female	418
Group of persons	9
Legal entity	81
<b>TOTAL</b>	<b>1013</b>

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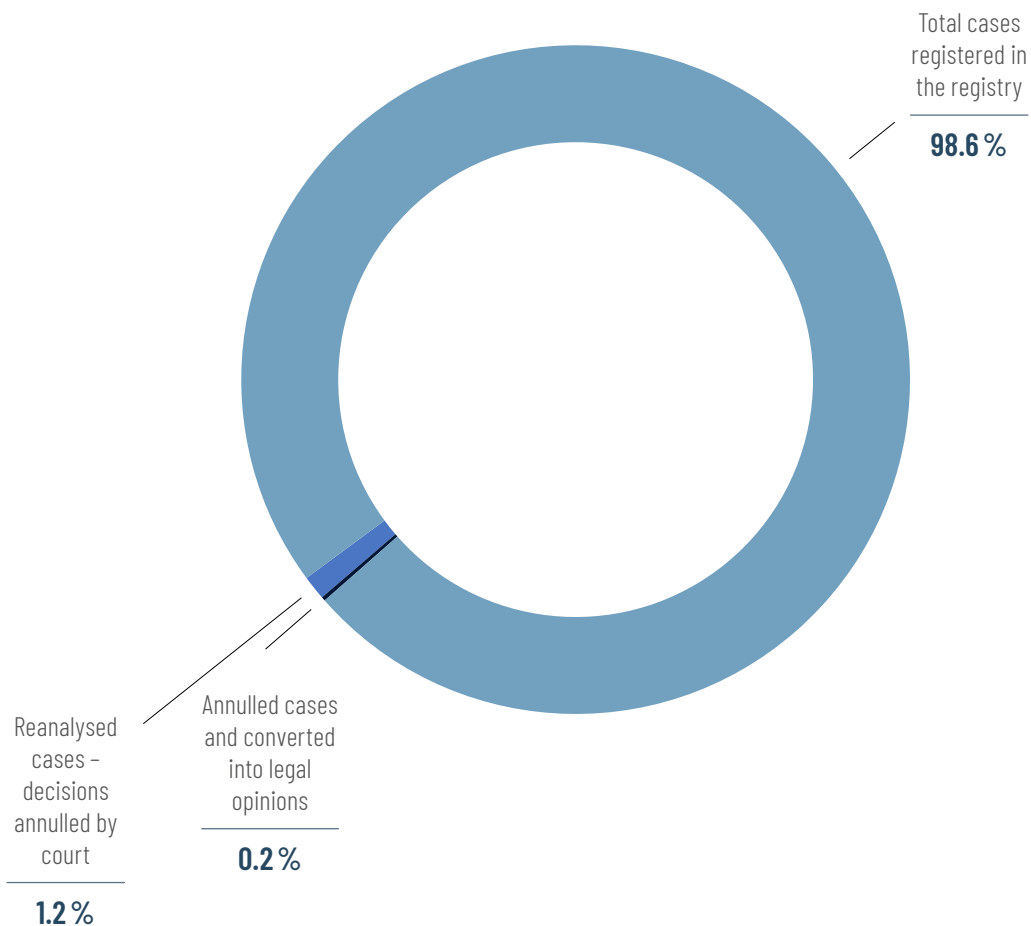




## II. Analysis of N.C.C.D files in 2025

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Distribution of cases in 2025 – TOTAL



	2025
Total cases registered in the registry	1003
Annulled cases and converted into legal opinions	2
Reanalysed cases - decisions annulled by court	12
<b>TOTAL NEW CASES ENTERED</b>	<b>1013</b>

SELF-INITIATED CASES REGISTERED IN 2025

17

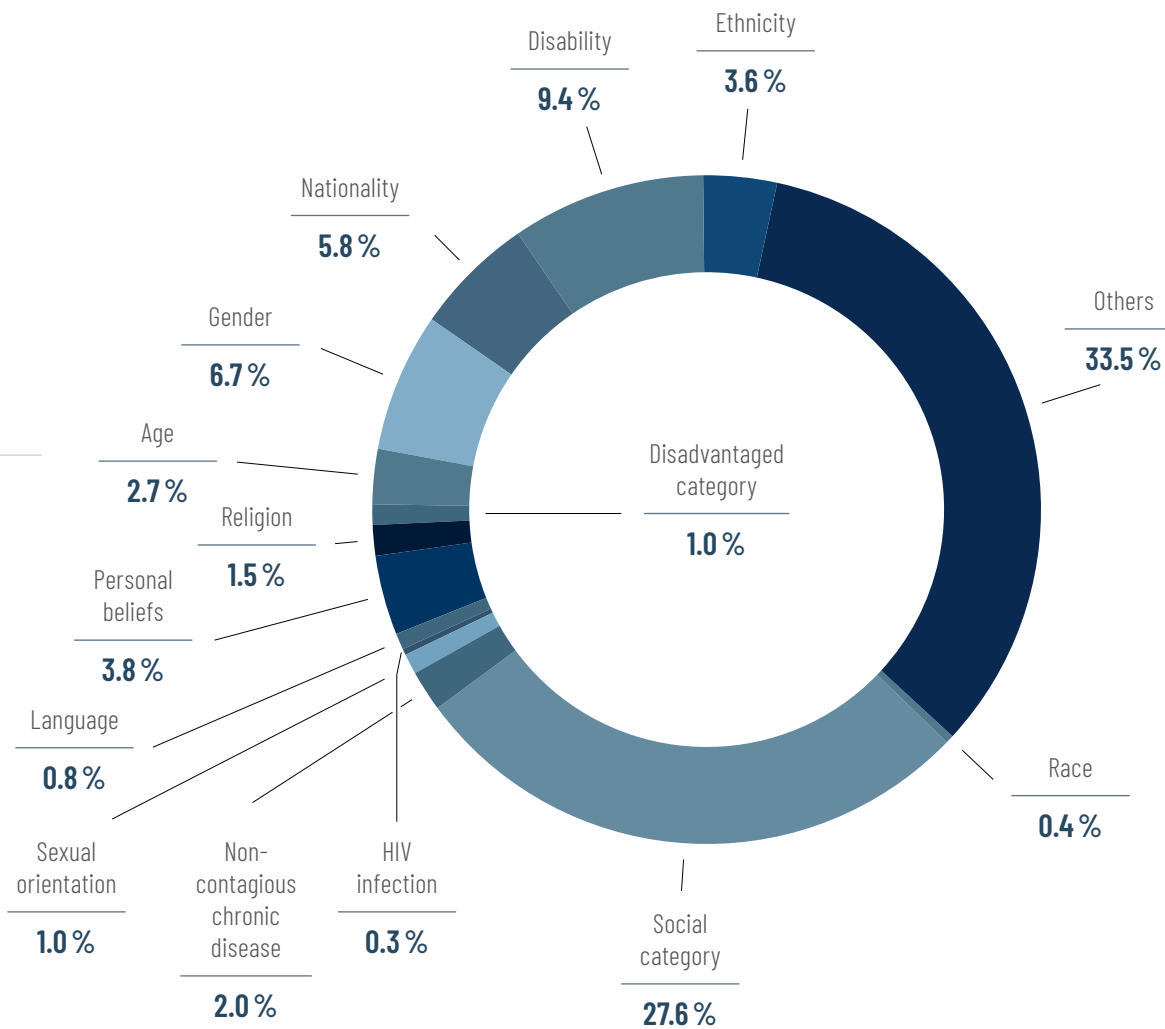
REQUESTED OPINIONS

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Distribution of cases in 2025 according to discrimination criteria



Discrimination criteria	2025
Non-contagious chronic disease	20
Sexual orientation	10
HIV infection	3
Language	8
Personal beliefs	39
Religion	15
Disadvantaged category	10
Age	27
Gender	68
Nationality	59
Disability	95
Ethnicity	36
Others	339
Race	4
Social category	280
<b>TOTAL</b>	<b>1013</b>

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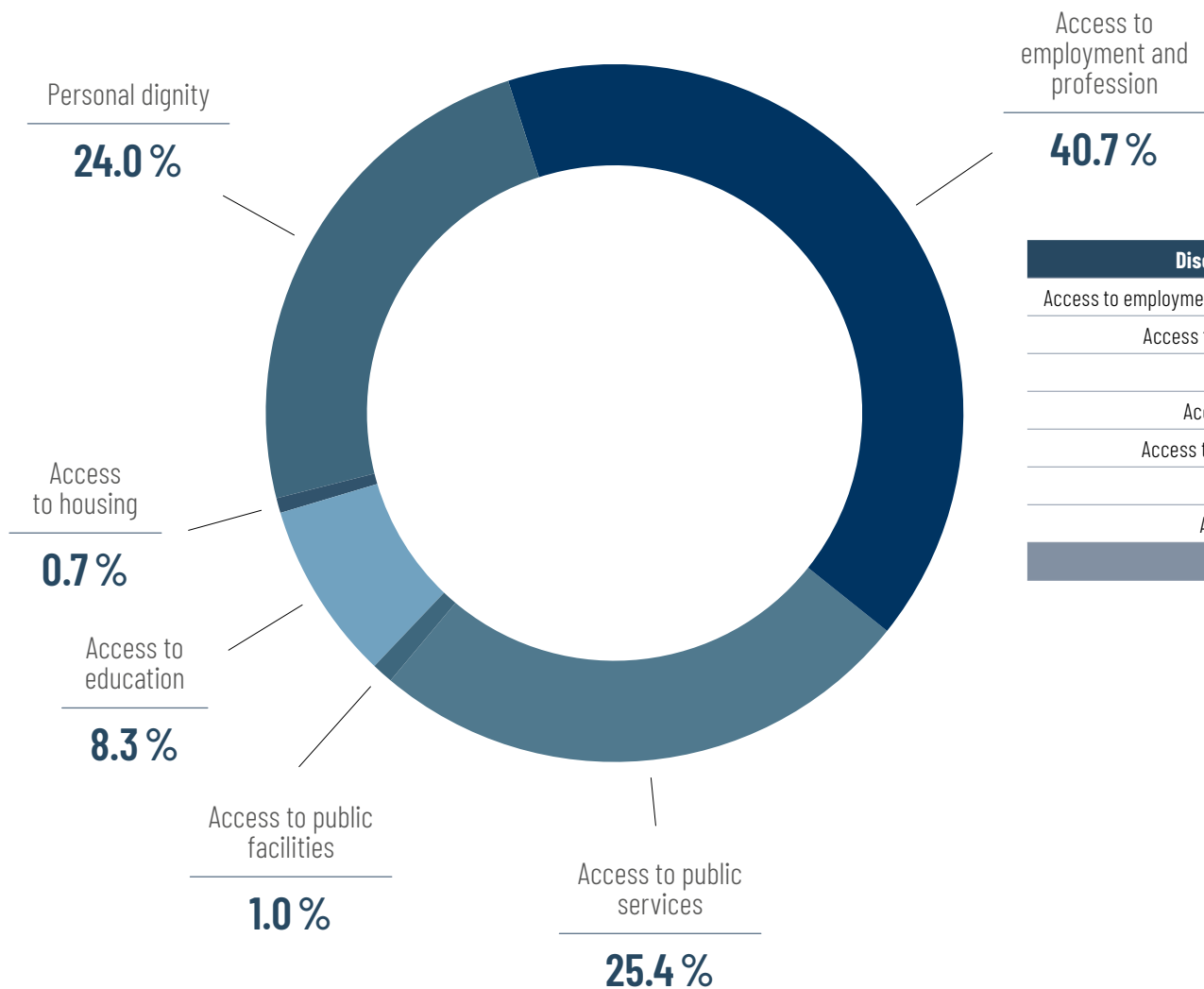
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Distribution of cases in 2025 according to discrimination field



Discrimination field	2025
Access to employment and profession	412
Access to public services	257
Personal dignity	243
Access to education	84
Access to public facilities	10
Others	0
Access to housing	7
<b>TOTAL</b>	<b>1013</b>

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# III. Analysis of case processing based on the decisions issued by the N.C.C.D's Steering Board

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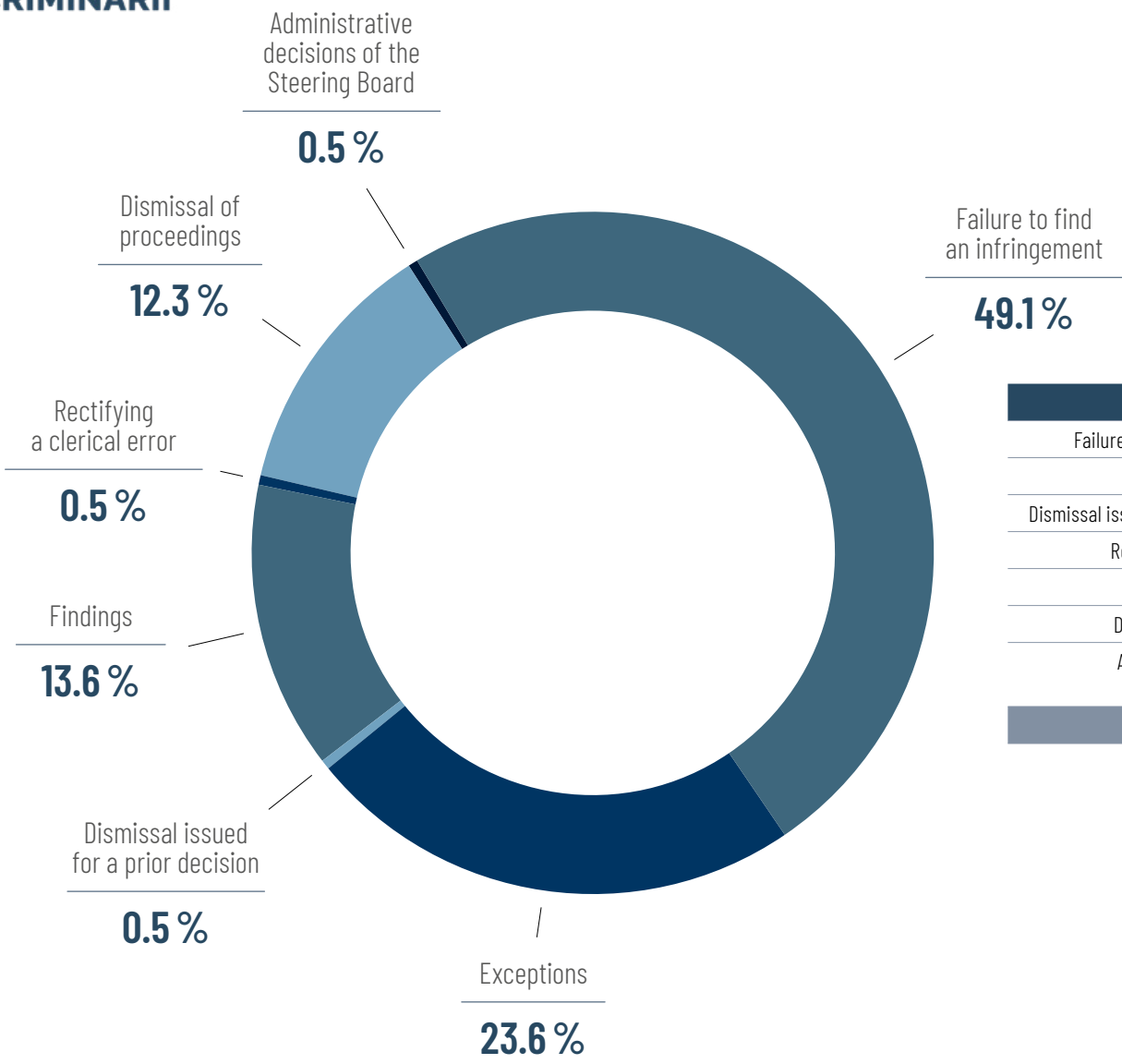
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Classification of the decisions issued by the Steering Board, in accordance with the type of outcome

Classifications	Nr.
Failure to find an infringement	216
Exceptions	104
Dismissal issued for a prior decision	2
Rectifying a clerical error	2
Findings	60
Dismissal of proceedings	54
Administrative decisions of the Steering Board	2
<b>TOTAL</b>	<b>438</b>

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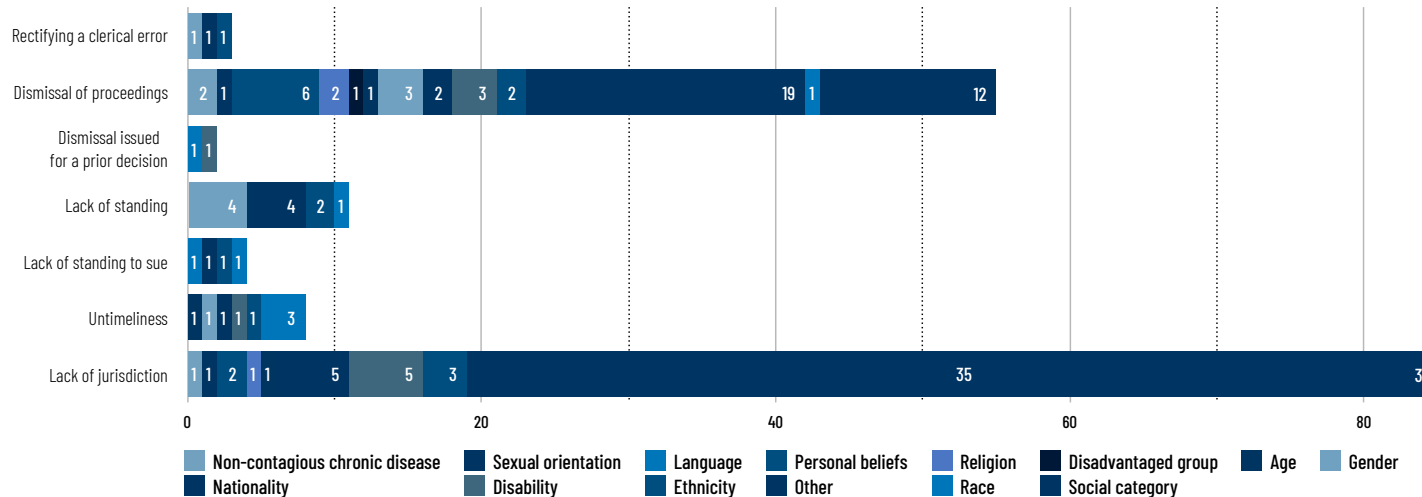
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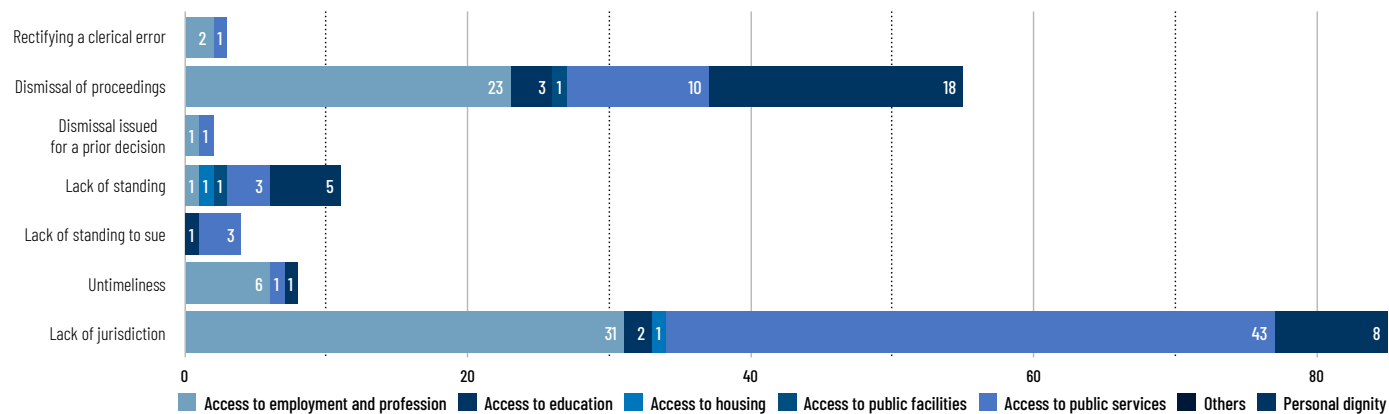


Classification of the decisions issued by the Steering Board in 2025 by discrimination criteria, in accordance with the type of outcome

CRITERIA	Rectifying a clerical error	Dismissal of proceedings	Dismissal issued for a prior decision	Lack of standing	Lack of standing to sue	Untimeliness	Lack of jurisdiction	TOTAL
Non-contagious chronic disease		2					1	3
Sexual orientation		1					1	2
HIV infection								0
Language			1		1			2
Personal beliefs		6					2	8
Religion		2					1	3
Disadvantaged group		1						1
Age		1				1	1	3
Gender	1	3		4		1		8
Nationality	1	2		4	1	1	5	13
Disability		3	1			1	5	10
Ethnicity	1	2		2	1	1	3	9
Other		19					35	54
Race		1		1	1	3		6
Social category		12					31	43
<b>TOTAL</b>	<b>3</b>	<b>55</b>	<b>2</b>	<b>11</b>	<b>4</b>	<b>8</b>	<b>85</b>	<b>165</b>

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Classification of the decisions issued by the Steering Board in 2025 by discrimination field, in accordance with the type of outcome

FIELD	Rectifying a clerical error	Dismissal of proceedings	Dismissal issued for a prior decision	Lack of standing	Lack of standing to sue	Untimeliness	Lack of jurisdiction	TOTAL
Access to employment and profession	2	23	1	1		6	31	62
Access to education		3			1		2	6
Access to housing				1			1	2
Access to public facilities		1		1				2
Access to public services	1	10	1	3	3	1	43	62
administrative	1	3	1		1	1	9	15
banking		2						2
health		2		2			1	5
transport		1			1		2	4
granting of facilities					1		8	9
education							1	1
social benefits								0
legal				1			20	21
HORECA								0
restaurant								0
shop		1						1
Others								0
Personal dignity		18		5		1	8	32
<b>TOTAL</b>	<b>3</b>	<b>55</b>	<b>2</b>	<b>11</b>	<b>4</b>	<b>8</b>	<b>85</b>	<b>165</b>

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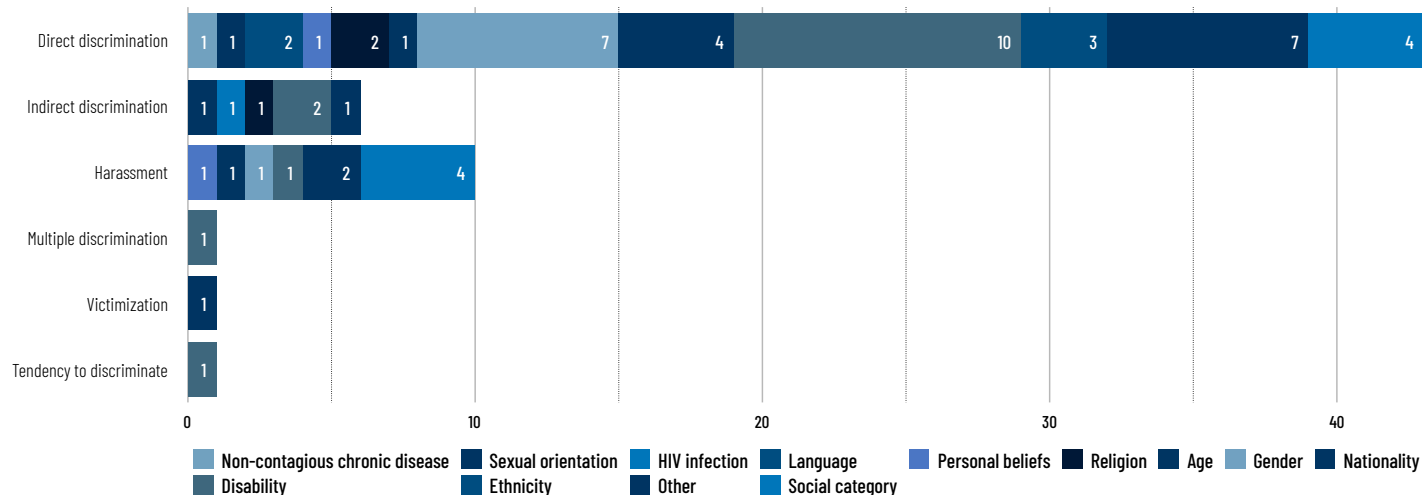
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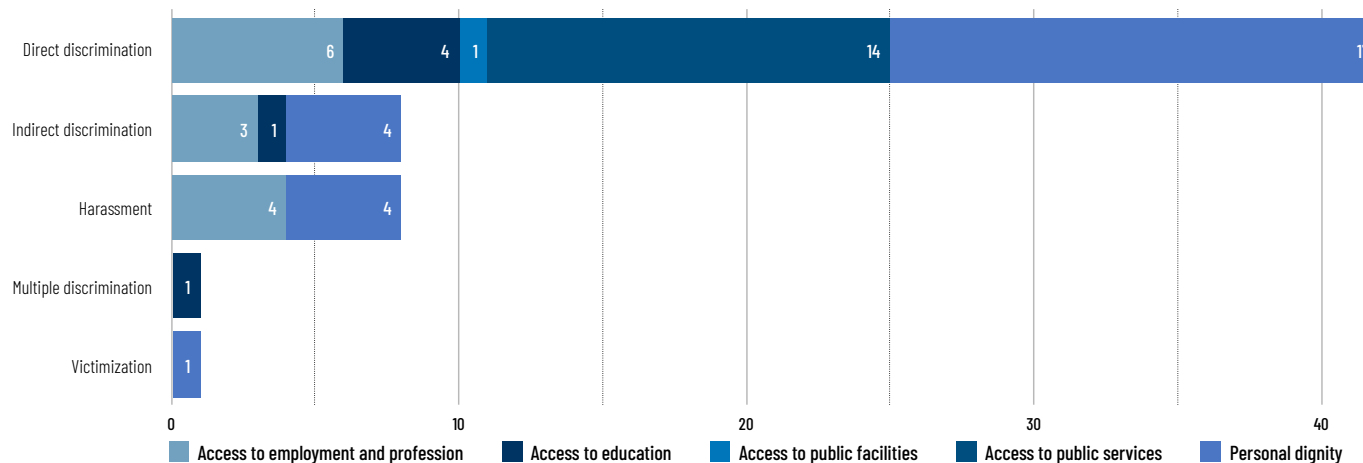


Type of discrimination identified in 2025 by discrimination criteria

CRITERIA	Direct discrimination	Indirect discrimination	Harassment	Multiple discrimination	Victimization	Tendency to discriminate	TOTAL
Non-contagious chronic disease	1						1
Sexual orientation	1	1					2
HIV infection		1					1
Language	2						2
Personal beliefs	1		1				2
Religion	2	1					2
Age	1		1				2
Gender	7		1				8
Nationality	4						4
Disability	10	2	1	1		1	15
Ethnicity	3						3
Other	7	1	2		1		11
Race							0
Social category	4		4				8
<b>TOTAL</b>	<b>43</b>	<b>6</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>62</b>

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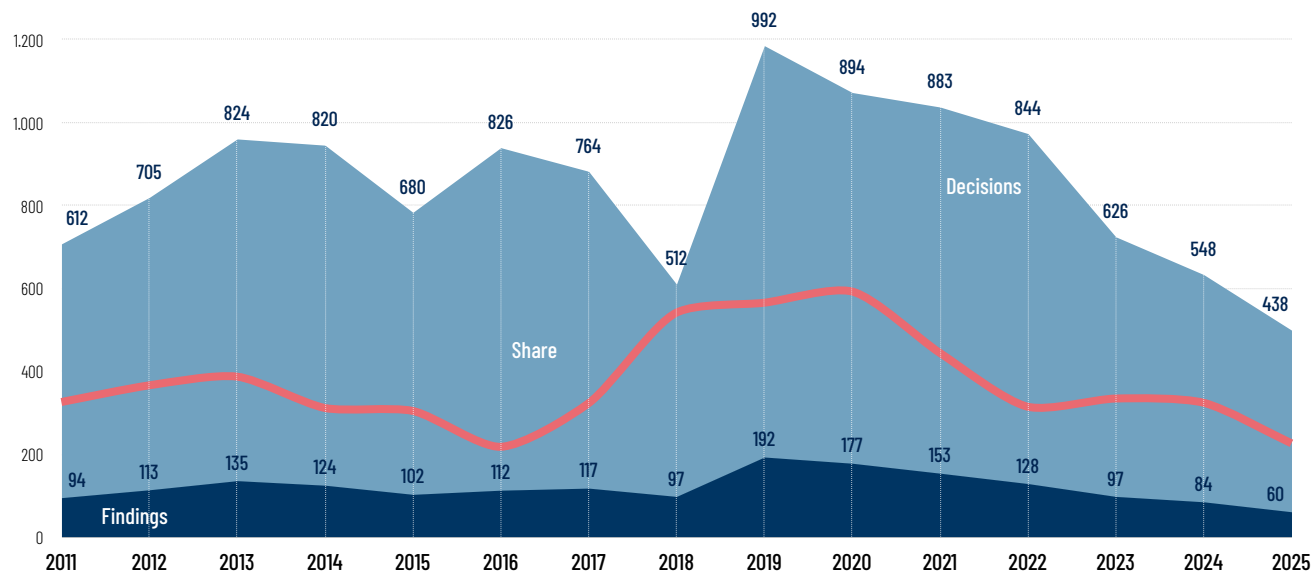
Type of discrimination identified in 2025 by discrimination field

FIELD	Direct discrimination	Indirect discrimination	Harassment	Multiple discrimination	Victimization	TOTAL
Access to employment and profession	6	3	4			13
Access to education	4	1		1		6
Access to housing						0
Access to public facilities	1					1
Access to public services						14
administrative	3					3
health	1					1
transport	4					4
granting of facilities	2					2
sports	1					1
accessible ramp	1					1
banking	1					1
online exhibition	1					1
Others						0
Personal dignity	17	4	4		1	26
<b>TOTAL</b>	<b>42</b>	<b>8</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>60</b>

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Share of findings stating that an act of discrimination had been found from the total number of decisions issued by the Steering Board during 2011–2025

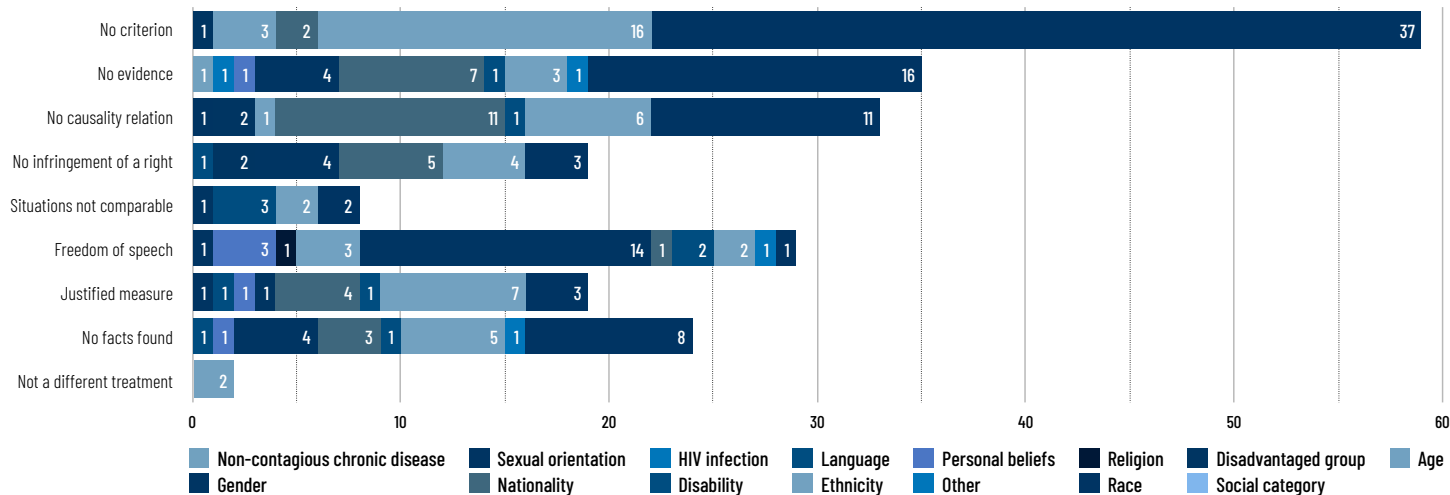


Year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
No. of findings	94	113	135	124	102	112	117	97	192	177	153	128	97	84	60
No. of decisions	612	705	824	820	680	826	764	512	992	894	883	844	626	548	438
Share	15.36	16.03	16.38	15.12	15.00	13.56	15.31	18.95	19.35	19.80	17.33	15.17	15.50	15.33	13.70

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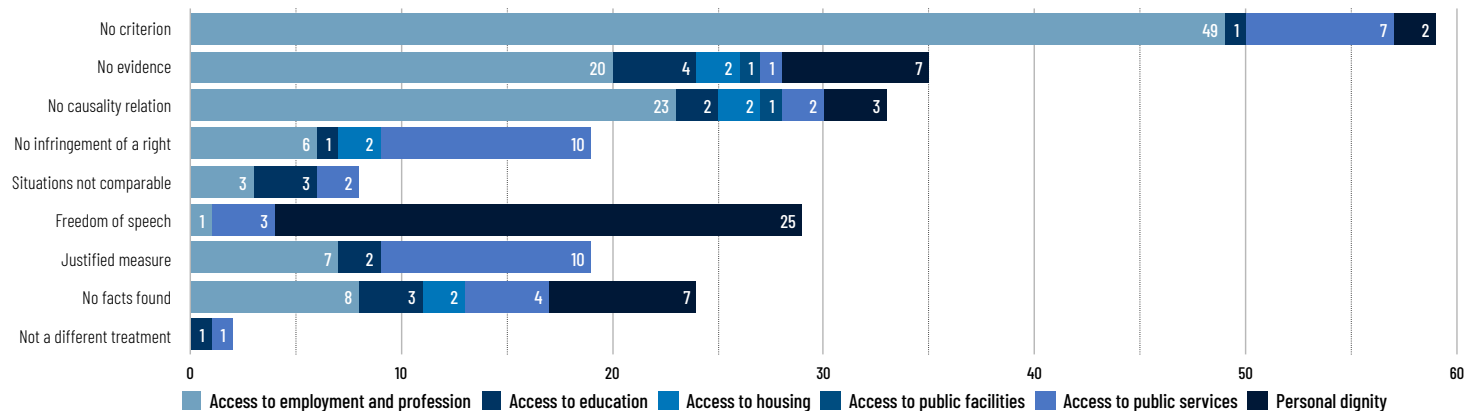


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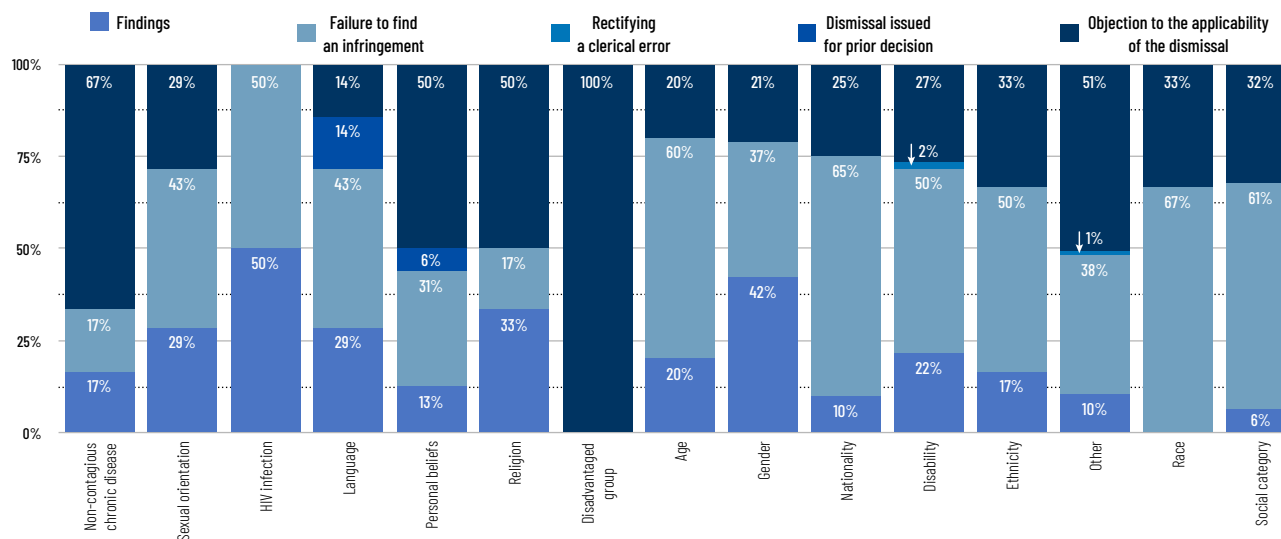
Method for processing those decisions issued in 2025 where no act of discrimination had been found, in accordance with each discrimination criterion

CRITERIA	No criterion	No evidence	No causality relation	No infringement of a right	Situations not comparable	Freedom of speech	Justified measure	No facts found	Not a different treatment	TOTAL
Non-contagious chronic disease		1								1
Sexual orientation			1			1	1			3
HIV infection		1								1
Language				1			1	1		3
Personal beliefs		1				3	1	1		6
Religion						1				1
Disadvantaged group										0
Age	1		2	2			1			6
Gender	3		1			3				7
Nationality		4		4	1	14		4		27
Disability	2	7	11	5		1	4	3		33
Ethnicity		1	1		3	2	1	1		9
Other	16	3	6	4	2	2	7	5	2	47
Race		1				1		1		3
Social category	37	16	11	3	2	1	3	8		81
<b>TOTAL</b>	<b>59</b>	<b>35</b>	<b>33</b>	<b>19</b>	<b>8</b>	<b>29</b>	<b>19</b>	<b>24</b>	<b>2</b>	<b>228</b>



Method for processing those decisions issued in 2025 where no act of discrimination had been found, in accordance with each discrimination field

FIELD	No criterion	No evidence	No causality relation	No infringement of a right	Situations not comparable	Freedom of speech	Justified measure	No facts found	Not a different treatment	TOTAL
Access to employment and profession	49	20	23	6	3	1	7	8		117
Access to education	1	4	2	1	3		2	3	1	17
Access to housing		2	2	2				2		8
Access to public facilities		1	1							2
Access to public services	7	1	2	10	2	3	10	4	1	40
administrative	4		1	7	2	1	2	3		20
banking										0
health						1	4		1	6
transport	1						2			3
granting of facilities			1				1	1		3
education										0
social benefits										0
legal						1	1			2
HORECA	1	1		1						3
restaurant										0
shop				1						1
Others										0
Personal dignity	2	7	3			25		7		44
<b>TOTAL</b>	<b>59</b>	<b>35</b>	<b>33</b>	<b>19</b>	<b>8</b>	<b>29</b>	<b>19</b>	<b>24</b>	<b>2</b>	<b>228</b>

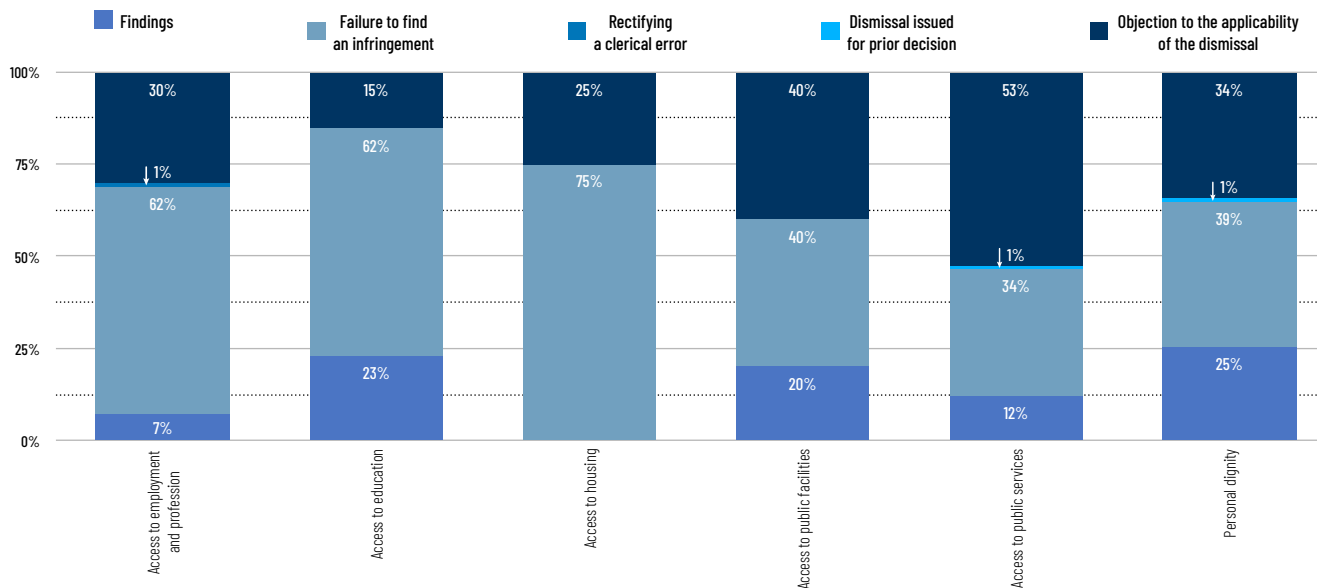


Type of decisions issued in 2025 per each discrimination criterion

CRITERIA	Findings	Failure to find an infringement	Rectifying a clerical error	Dismissal issued for prior decision	Objection to the applicability of the dismissal	TOTAL
Non-contagious chronic disease	1	1			4	6
Sexual orientation	2	3			2	7
HIV infection	1	1			0	2
Language	2	3		1	1	7
Personal beliefs	2	5		1	8	16
Religion	2	1			3	6
Disadvantaged group					1	1
Age	2	6			2	10
Gender	8	7			4	19
Nationality	4	26			10	40
Disability	13	30	1		16	60
Ethnicity	3	9			6	18
Other	12	44	1		59	116
Race		2			1	3
Social category	8	78			41	127
<b>TOTAL</b>	<b>60</b>	<b>216</b>	<b>2</b>	<b>2</b>	<b>158</b>	<b>438</b>

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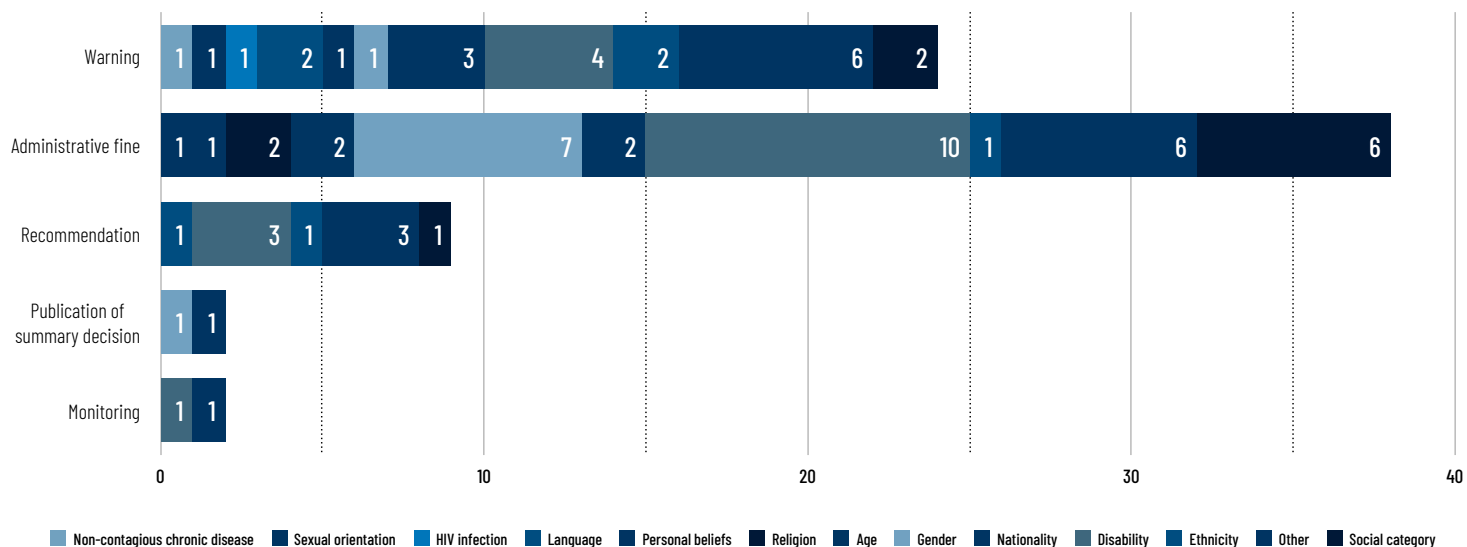




Type of decisions issued in 2025 reflected per each field of discrimination

FIELD	Findings	Failure to find an infringement	Rectifying a clerical error	Dismissal issued for prior decision	Objection to the applicability of the dismissal	TOTAL
Access to employment and profession	13	113	2		55	183
Access to education	6	16			4	26
Access to housing		6			2	8
Access to public facilities	1	2			2	5
Access to public services	14	39		1	60	114
Other						0
Personal dignity	26	40		1	35	102
<b>TOTAL</b>	<b>60</b>	<b>216</b>	<b>2</b>	<b>2</b>	<b>158</b>	<b>438</b>



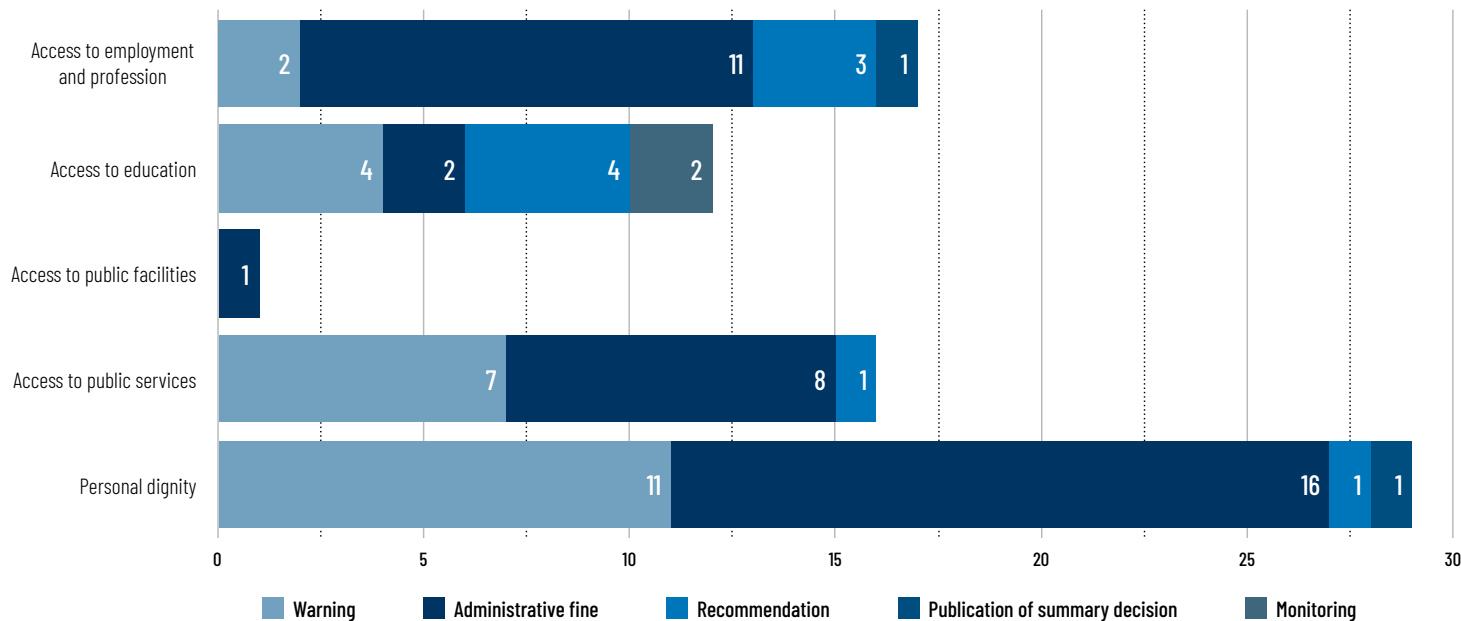


Type of sanctions ordered in 2025 by the Steering Board by each discrimination criterion

Discrimination criteria	Warning	Administrative fine	Recommendation	Publication of summary decision	Monitoring
Non-contagious chronic disease	1	0			
Sexual orientation	1	1			
HIV infection	1	0			
Language	2	0	1		
Personal beliefs	1	1			
Religion	0	2			
Disadvantaged group	0	0			
Age	0	2			
Gender	1	7		1	
Nationality	3	2			
Disability	4	10	3		1
Ethnicity	2	1	1		
Other	6	6	3	1	1
Race	0	0			
Social category	2	6	1		
<b>TOTAL</b>	<b>24</b>	<b>38</b>	<b>9</b>	<b>2</b>	<b>2</b>



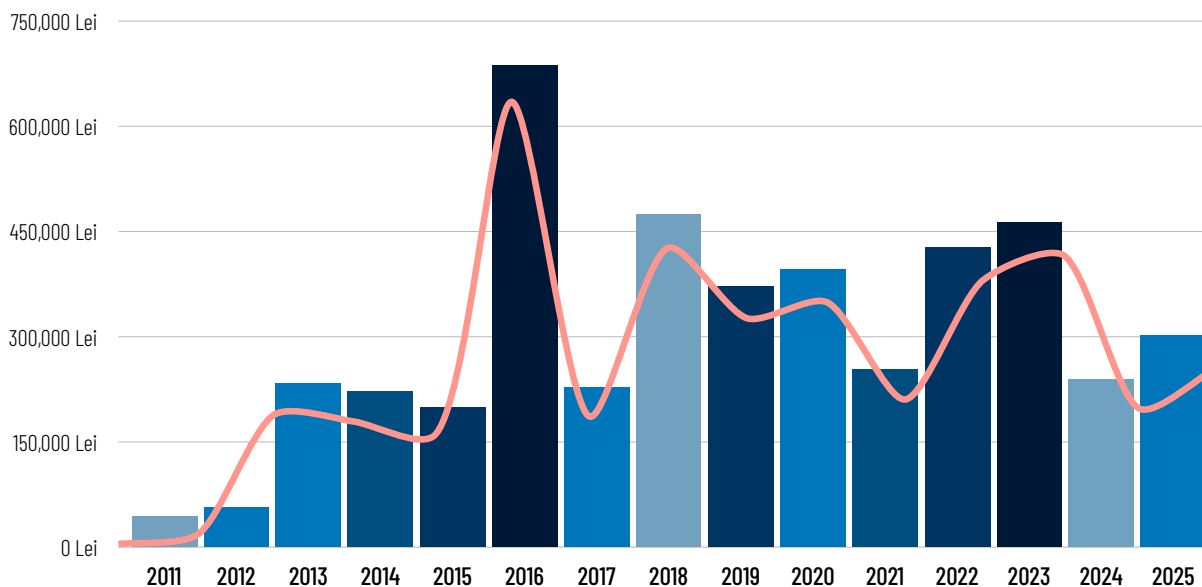
Type of sanctions ordered in 2025 by the Steering Board by each discrimination field



Discrimination field	Warning	Administrative fine	Recommendation	Publication of summary decision	Monitoring
Access to employment and profession	2	11	3	1	0
Access to education	4	2	4	0	2
Access to housing	0	0	0	0	0
Access to public facilities	0	1	0	0	0
Access to public services	7	8	1	0	0
Other	0	0	0	0	0
Personal dignity	11	16	1	1	0
<b>TOTAL</b>	<b>19</b>	<b>38</b>	<b>9</b>	<b>2</b>	<b>2</b>



Total fines for the period 2011–2025



An	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total fines (lei)	43,700	57,000	233,000	221,800	200,000	687,000	229,000	475,000	372,000	396,000	254,000	428,000	465,000	240,000	303,500

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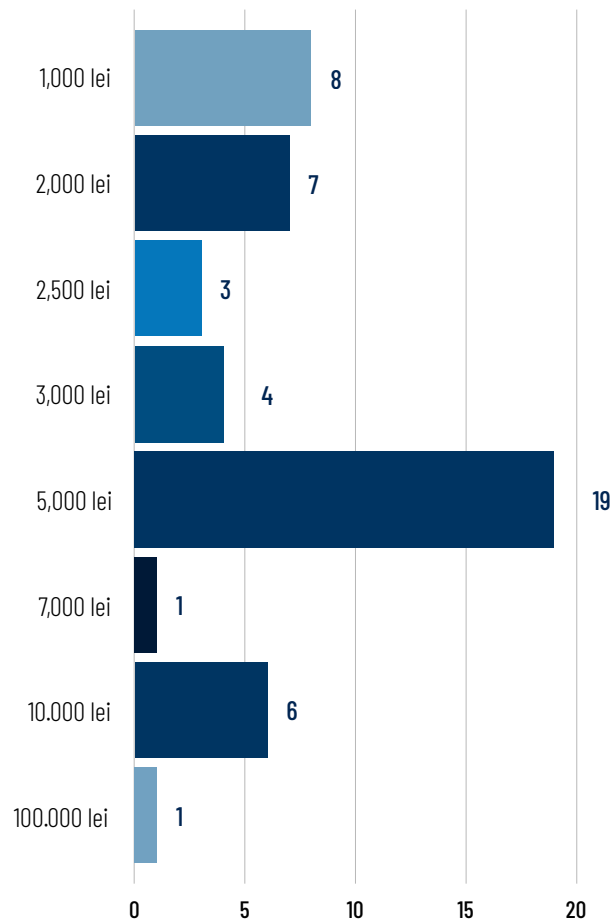
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Value of fines ordered by the Steering Board and their number in 2025

Value of the fine (lei)	Number of fines	Value (lei)
1,000	8	8,000
2,000	7	14,000
2,500	3	7,500
3,000	4	12,000
5,000	19	95,000
7,000	1	7,000
10,000	6	60,000
100,000	1	100,000
<b>TOTAL FINES</b>	<b>49</b>	<b>303,500</b>

multiple fines per decision

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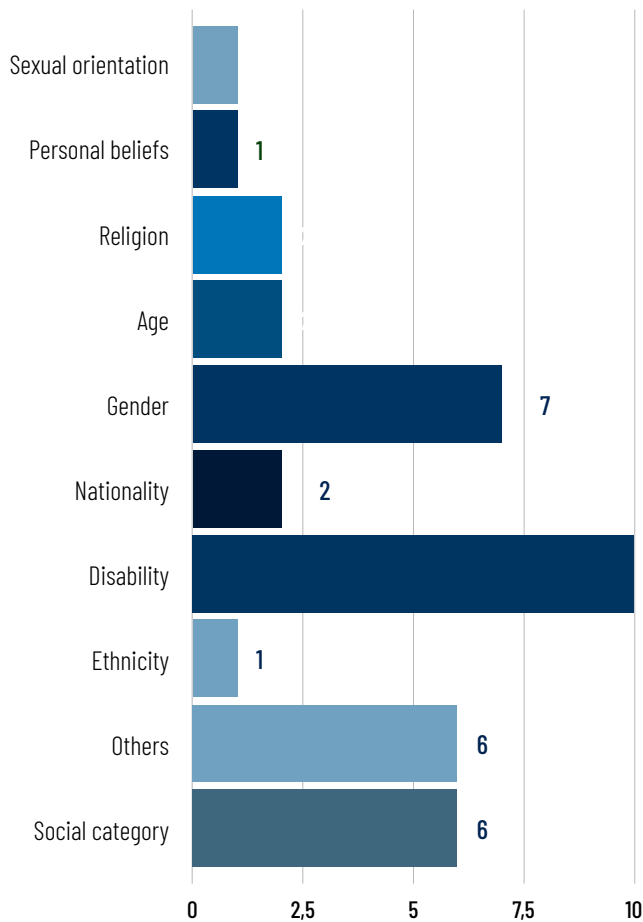
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Fines imposed in 2025 by each discrimination criterion

Criterion / Total findings 2025	Fines
Non-contagious chronic disease	0
Sexual orientation	1
HIV infection	0
Language	0
Personal beliefs	1
Religion	2
Disadvantaged category	0
Age	2
Gender	7
Nationality	2
Disability	10
Ethnicity	1
Others	6
Race	0
Social category	6

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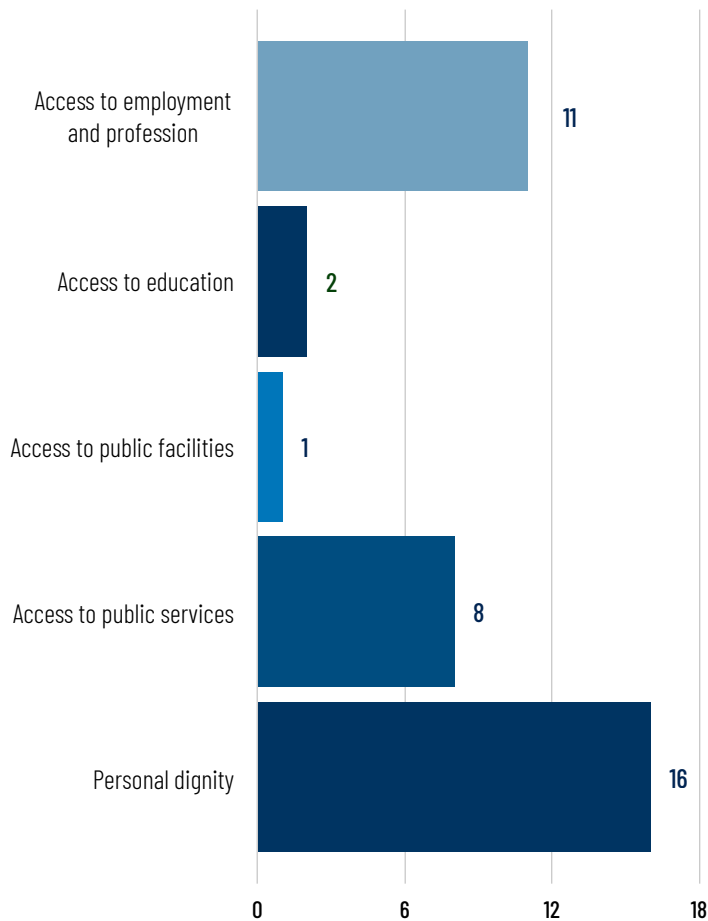
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Fines imposed  
in 2025 by each  
discrimination  
field

Area / Total findings 2025	Fines
Access to employment and profession	11
Access to education	2
Access to housing	0
Access to public facilities	1
Access to public services	8
Other	0
Personal dignity	16

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## Activities in accordance with the duties specific to the Assistance Service of the Steering Board

During 2025, the Assistance Service of the Steering Board managed a significant workload with responsibility and efficiency, as follows:

<b>1,003</b> newly received cases	<b>12</b> cases remitted by the court	<b>17</b> cases initiated on its own motion	<b>77</b> requested opinions
<b>1,109</b> Total cases managed			

Furthermore, throughout the entire year, the Assistance Service of the Steering Board performed the following essential operational activities:

<b>1,011</b> preliminary procedural acts issued	<b>1,883</b> procedural acts issued
<b>27</b> hearings held with the applicants in the presence of the head of the institution (Asztalos Csaba Ferenc, Diaconu Adrian-Nicolae, Raiu Cătălin Valentin)	

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## Interinstitutional collaborations

At the invitation of the Chancellery of the Prime Minister, representatives of the institution and members of the Steering Board participated, during 2025, in interinstitutional activities and initiatives conducted within governmental coordination mechanisms, aimed at preventing and combating various forms of discrimination, extremism, and social exclusion.

In this context, the institution has been involved in:

- The interministerial committee for monitoring the implementation of the National Strategy for Preventing and Combating Antisemitism, Xenophobia, Radicalization, and Hate Speech (2024–2027);
- The interministerial working group for drafting the National Action Plan for Preventing and Combating Violent Extremism;
- The Government of Romania’s Strategy for the Inclusion of Romanian Citizens Belonging to the Roma Minority for the Period 2022–2027.

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# IV. Examples based on the case-law of findings made by the N.C.C.D's Steering Board

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# Equal opportunities in economic activities and in employment and profession

**1** An individual notified the N.C.C.D regarding the conditions imposed by the recruitment announcement for occupying a contractual position within the local police department, stating that they could not participate due to the mandatory requirement of “completed military service,” while mandatory military service had been suspended and its completion became voluntary.

*In this case, the N.C.C.D’s Steering Board analysed the potentially discriminatory nature of the condition in the recruitment announcement, noting that the requirement of fulfilled military service constitutes an apparently neutral practice which disadvantages certain categories of individuals in the application process and may affect the exercise of the right to work under equal conditions. The Board found that, for the activity corresponding to the position, this requirement does not constitute a genuine and decisive professional criterion within the meaning of Art. 5 of GO no. 137/2000, and that the justification provided by the respondent (institutional needs and mobilization obligations) does not demonstrate that the chosen method is appropriate and necessary, given that there are alternative ways to verify professional competencies without creating differentiation.*

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*The Board also noted that the applicant’s intention to participate in the competition, in conjunction with the deterrent effect of the condition imposed in the announcement, is relevant in analysing the limitation of access to the recruitment. Consequently, the N.C.C.D’s Steering Board found the existence of an act of indirect discrimination, pursuant to Art. 2 para. (3) correlated with Art. 8 para. (2) of GO no. 137/2000, and applied a warning sanction to the respondent.*

**2** The applicant notified the N.C.C.D, requesting the issuance of an expert opinion regarding the discriminatory nature of their medical classification as “fit for work with restrictions,” in the context of the selection procedure for occupying a position within an external mission, based on the criterion of a non-contagious chronic oncological disease, surgically treated and declared cured according to the medical documents presented.

*In the expert opinion, the N.C.C.D’s Steering Board found that maintaining the classification of “fit for work with restrictions” in the case of the applicant, established solely based on medical history consisting of a non-communicable oncological disease declared cured, without conducting an individual medical assessment in relation to the specific job requirements, constitutes differentiated treatment based on health status. The Board considered that such a practice is likely to limit equal access to employment and affect equal opportunities, within the meaning of the provisions of GO no. 137/2000, and noted, in the course of the opinion, the existence of an act of discrimination.*



# Access to public and legal services, healthcare services and other services, goods and facilities

**3** An individual filed a petition with the N.C.C.D regarding the content of a local council decision which established a special sanitation tax, alleging that the normative act creates differential treatment between property owners domiciled or residing within the administrative-territorial unit and those property owners who are not domiciled or residing in the locality, the latter being obliged to pay the tax regardless of the actual use of the service.

*In its analysis, the N.C.C.D's Steering Board noted that the public sanitation service is a service of general interest, provided for the benefit of all property owners, and access to it cannot be conditioned on the domicile or residence of the individual. The Board found that establishing the payment obligation exclusively on property owners who do not have domicile or residence in the locality is not based on objective and reasonable criteria and is not correlated with the degree of use of the service, the nature of the property, or the amount of waste generated.*

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*The Steering Board considered that the differentiation established by the analysed administrative act is based exclusively on the criterion of domicile or residence, which, in this context, results in an unjustified disadvantage for a category of persons in a situation comparable to that of property owners domiciled in the locality. In the absence of a proportional and adequate justification for the pursued purpose, this difference in treatment is likely to affect the exercise of the right of access to a public service on equal terms.*

*Consequently, the N.C.C.D's Steering Board found the existence of an act of discrimination, pursuant to Art. 2 para. (1) and Art. 10 letter h) of GO no. 137/2000 on the prevention and sanctioning of all forms of discrimination, and imposed a warning sanction on the respondent.*

**4** A person with a locomotor disability lodged a petition with N.C.C.D regarding the conduct of an air transport operator, alleging refusal to provide boarding assistance for a domestic flight, refusal to fully refund the value of the purchased tickets, and imposing the condition to travel accompanied on certain types of aircraft.

*Upon analysing the facts, the N.C.C.D's Steering Board noted that the aspects invoked by the applicant pertain to the application of safety regulations and operational conditions specific to air transport, established pursuant to the special legislation in the field. The Board found that the respondent justified the contested measures by the necessity to comply with flight safety requirements and technical limitations of certain types of aircraft, justifications that are objective in nature and applicable to all passengers in similar circumstances.*



*At the same time, the Steering Board considered that these measures were not adopted arbitrarily but in consideration of the legal obligations incumbent upon the air transport operator, and they do not establish differentiated treatment based on disability. In the absence of elements demonstrating unjustified or disproportionate differentiation, the N.C.C.D's Steering Board found that the reported facts do not constitute discrimination within the meaning of the provisions of Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination.*

## Right to personal dignity

**5** Several non-governmental organizations notified the N.C.C.D regarding statements made during a television broadcast, in which a public figure used a derogatory discourse against women, associating their professional value exclusively with physical appearance, suggesting a lack of intellectual capacity and insinuating the acquisition of public offices based on personal criteria, to the detriment of competence.

*Upon analysing the content of the alleged statements, the Steering Board concluded that they promote gender stereotypes and negative generalisations about women, resulting in the violation of their dignity and the creation of a degrading, humiliating, and offensive climate in the public space.*

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*The Steering Board assessed that the discourse in question does not fall within the limits of freedom of speech, as it does not pursue a legitimate public interest objective and is not formulated in a proportionate manner, but rather reinforces prejudices and discriminatory attitudes based on sex.*

*In this context, the Steering Board established the existence of an act of discrimination, constituted by the infringement of the right to personal dignity, pursuant to Art. 15 of GO no. 137/2000 on the prevention and sanctioning of all forms of discrimination, and imposed an administrative fine of 5,000 lei, in accordance with Art. 26 para. (1) of GO no. 137/2000, republished.*

**6** An employee of a public cultural institution, holding the position of artistic director, filed a petition with the Council alleging acts of discrimination, moral harassment in the workplace, and victimisation, further stating that, shortly before the premiere, a performance in preparation was suspended by the management. The applicant was subjected to hostile attitudes, professional marginalisation, and measures negatively affecting their activity, including within the context of the initiatives and petitions submitted.

*In this case, the Steering Board found that the reported facts describe a work environment in which, through repeated actions and hostile attitudes, a hostile and degrading atmosphere was created for the applicant, likely resulting in the deterioration of working conditions by infringing the applicant's rights and dignity. Furthermore, the Steering*

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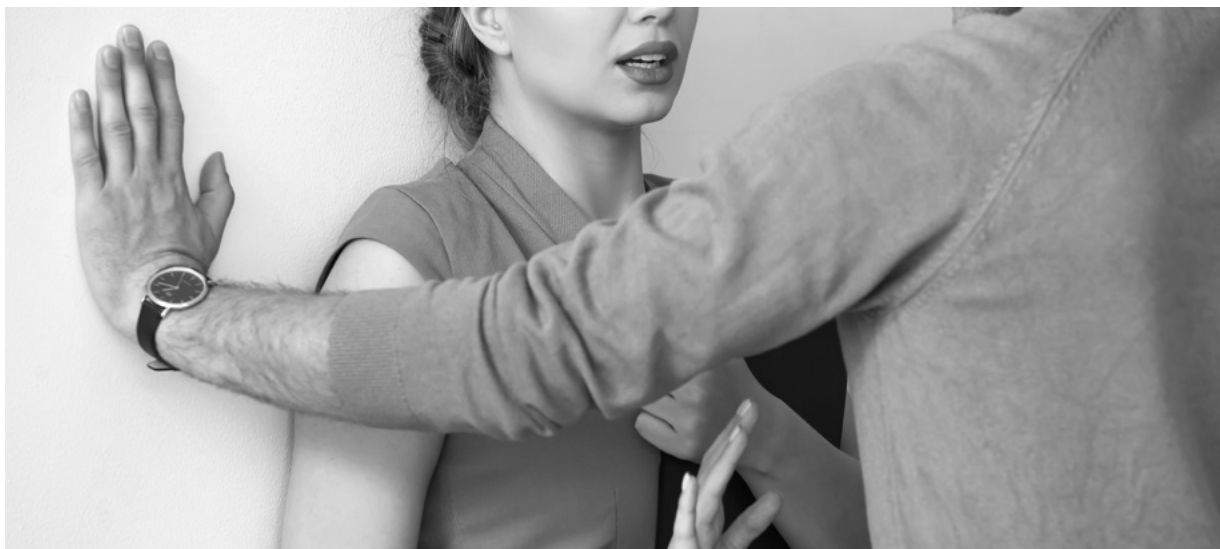
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*Board confirmed the existence of an element of victimisation, noting that the applicant was subjected to adverse treatment as a reaction to his petition to the authority.*

*Consequently, the Steering Boards found the existence of moral harassment at the workplace and victimisation and imposed the sanction of an administrative fine in the amount of 10,000 lei on the respondent, pursuant to Art. 26 para. (1) of GO no. 137/2000, in conjunction with Art. 8 of GO no. 2/2001, also ordering the respondents to publish the operative part or the full text of the decision in the mass-media.*



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# V. Activity of the Legal Directorate

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# Activities undertaken according to specific tasks entrusted

## Legal representation of the interests of the National Council for Combating Discrimination

Legal assistance and representation of the interests of the National Council for Combating Discrimination, in litigations whose subject is included in the scope of legal verifications and due diligence procedure applied to decisions taken by the Steering Board, as well as in general, is provided by the Legal Affairs, Litigation and Expert Reports Unit (SCJE) within the Legal Directorate of the Council.

As stipulated by art. 20, para. (9) and (10) of G.O. no. 137/2000R, in conjunction with the provisions of the “*Internal procedure for processing petitions and complaints*” published in the Official Bulletin, Part. I no. 348 of 06.05./2008, adopted pursuant to art. III, para. 1 – Chapter IV of G.O. no. 137/2000R, petitions whose subject is related to discriminatory actions are settled by the National Council for Combating Discrimination through a ‘**decision**’, which is a **jurisdictional-administrative document**.

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The activity of settling disputes which represents the subject of the above-mentioned petitions is achieved within a jurisdictional administrative framework, following a specific special procedure which is subordinated to the key features of the special administrative jurisdiction: optional and gratuitous nature of jurisdiction, functional independence of the jurisdictional authority, compliance with the principles of ensuring the right to defence and safeguarding the adversarial nature of the proceedings.

The legal verifications and due diligence procedure applied to the decisions of the N.C.C.D's Steering Board fall under the jurisdiction of administrative proceedings courts (Courts of Appeal, operating as first instance courts, respectively the High Court of Cassation and Justice, as an appellate court), as stipulated by art. 20, para. (9) and (10) of G.O. no. 137/2000, republished, in conjunction with art. 6 of the Law on administrative proceedings no. 554/2004.

The time-limit within these jurisdictional-administrative documents may be appealed against is 15 days since their service, otherwise they become enforceable.

The confirmation rate for the "judicial review" to which the decisions of the Steering Board were subjected during 2025

During 2025, the competent courts (the Courts of Appeal and the High Court of Cassation and Justice) had a total of **458 cases** on their docket, whose subject was the judicial review

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and due diligence procedure applied to N.C.C.D decisions adopted pursuant to Art. 20 of G.O. no. 137/2000, republished.

As a result of the judicial review and due diligence proceedings applied to the decisions of the N.C.C.D during 2025, the courts solved **194** of the total number of pending cases, **by confirming the decisions issued by the Council, on the merits of the case and/or during the appeal, thus rejecting 148 complaints lodged against the decisions of the N.C.C.D, and admitting an additional 46 such actions.**

By the end of 2025, **336 cases were still pending settlement on the docket of courts** (on the merits of the case/ on appeal).

**Thus, based on statistical data, the confirmation rate for the “judicial review” to which the decisions of the N.C.C.D were subjected during 2025, compared to the number of settled cases (194 cases), despite a slight decrease in the confirmation rate of the decisions through judicial review (directly caused by the acute understaffing, with the numerical deficit constantly increasing even within the Legal Directorate), remained at a relatively high level – 76.3%.**

**Conclusions regarding the confirmation rate for the “judicial review” to which the decisions of the N.C.C.D’s Steering Board were subjected:**

- The statistical data at issue are related to court judgements regarding all the N.C.C.D decisions under challenge, no matter which was the final decision taken, either meaning that a discrimination had been found and administrative sanctions were taken, or that a discrimination had not been found, which is the equivalent with a rejection of the petition in question.
- The N.C.C.D decisions that had not been challenged in court add up to the number of N.C.C.D decisions that were rendered final, deemed lawful and reasoned, as no challenge



had been brought against these (as such these are not taken into consideration in the percentage that is strictly calculated in relation to the N.C.C.D decisions that had been upheld following the challenge brought in court, a percentage that is presented in this statistical data).

- The percentage of upholding in court the N.C.C.D decisions, throughout 2025, as lawful and reasoned, compared to the number of cases on trial was maintained at a relatively high degree, around 76.3%. In order to accurately reflect the ratio of cases won vs. lost cases, this percentage is also compared, within the N.C.C.D statistical data, to the number of proceedings tried from among those whose subject was to challenge the N.C.C.D decisions in court, instead of comparing them to the total number of decisions adopted by the Council. This is how one may clearly grasp the most objective and rigorous percentage that should prove the genuine share of N.C.C.D decisions that had been quashed or, as applicable, upheld, as a result of a judicial review actually implemented (cases under trial on the merits/appeal).

## Statistical data for judicial proceedings brought in order to trigger tort liability

### Introductory note:

Pursuant to art. 27 of G.O. No. 137/ 2000R, the person who considers himself/herself discriminated may submit to the court a claim for damages and remedies in order to re-establish the situation prior to the discrimination act or to cancel the situation created by the

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discrimination act, according to the general rules of the law. The interested person must prove the existence of some facts that per the assumption of some direct or indirect discrimination, while the person against whom the claim was made must prove that the facts in question do not represent a form of discrimination.

The case is settled by serving a summons to the Council.

Thus, through G. O. no. 137/2000, the national lawmaker established tort liability, alongside administrative-misdemeanour-based liability in the non-discrimination sector, shaped as a remedy that consists from forcing the “discriminatory agent” to repair the inflicted harm, by reinstating the previous cases, by removing all harmful consequences of the illegal discriminatory action.

By regulating the legal proceedings for “civil law sanctions” in the area of non-discrimination, which fall under the exclusive jurisdiction of general courts, the lawmaker’s purpose was to make sure that the proceedings whose subject was “remedy of harm incurred by discriminatory acts and facts”, following the tort liability pathway, should be tried in court with the procedural participation of the National Council for Combating Discrimination.

The Council’s legal standing in such proceedings in such cases brought in court, *de jure*, is that of an “*institution monitoring discrimination cases*”, “*legal consultant*”, “*expert*” in the non-discrimination field; thus the Council does not operate under a passive legal standing, therefore being protected from the operative part of the rulings issued in such cases.

Such a participation of N.C.C.D to the court proceedings based on art. 27 of G.O. No. 137/2000 is based on its position as a body safeguarding the compliance with and the



implementation of the principle of non-discrimination, according to domestic legislation in force and the international documents that Romania is a party to, and as a specialised body – owner of key legal know-how required (theory and practice) in the area of equality of rights and non-discrimination.

The participation of N.C.C.D to the court proceedings based on art. 27 of G.O. No. 137/2000R is applicable to all cases, no matter their specific subject (labour litigation, rescission of administrative documents termination of contracts, denial to answer requests or other claims, emoluments etc.) which are *lato sensu* associated with the principle of non-discrimination, brought in front of all courts that have material and territorial jurisdiction in Romania.

During such proceedings, the expert-advisory body (CND), through the specialized staff within the Legal Directorate, may issue, on its own motion, “guidelines-framework points of view” with the purpose of referring national and Community anti-discrimination legislation, respectively the technical and legal mechanism for interpretation and implementation specific to such legislation or, as applicable, based on the express request of the court (and to the extent to which the Council is presented with all factual and legal issues, including the written evidence and testimonies taken in the judicial case), “expert reports - specialised legal opinions”, essentially procedural documents that operate as ‘judicial advice’ in the area of equality of rights and non-discrimination.

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## Reporting statistical data

**In 2025, N.C.C.D was summoned in court as an advisory body in its capacity as “specialized expert” in the adjudication of approximately 1,418 new court cases, in addition to cases whose settlement continued from the previous year, whose subject was related to incurring tort liability (remedies for the victim) as a result of an infringement of the principle of non-discrimination.**

**The court rulings delivered during 2025 regarding cases brought directly in court (including cases initiated in previous years, yet processed during the current year) are statistically classified according to their subject matter as follows:**

approximately  
**2,231 proceedings**  
concerning “financial claims”

approximately  
**1,692 proceedings**  
under the category “other claims” (labor litigation, rescission of administrative documents, contract termination, denial of the claim, other claims - other than emoluments/ wage related claims - etc.)

**Decisions issued during 2025 by courts hearing cases on incurring tort liability in non-discrimination matters (cases associated with proceedings brought**

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**during the current year, as well as previous cases, whose trials continued in 2025), in which the N.C.C.D participated as a “specialized expert”, are reported as follows:**

approximately  
**1,628 proceedings**  
admitting the claims

approximately  
**2,549 proceedings**  
rejecting the claim

As a conclusion, the N.C.C.D, through its specialized legal counsellors within the Legal Directorate, contributed actively and in a positive manner, throughout 2025, in accordance with its institutional mission and its standing as expert by virtue of the law, to settling approximately **1,628 cases admitted in favour of victims of discrimination**, who, accordingly, benefited from remedies proportional to the damages incurred as a result of infringements of the principle of non-discrimination (in most cases - in the wage-related policies, as well as in other related areas: labour litigation, rescission of administrative documents, termination of contracts, etc.).

By capitalising on its jurisdictional status as guarantor of the compliance with and implementation of the principle of non-discrimination within the territory of Romania across all areas of social life and in relation to all discrimination criteria that are subordinated to the principle of non-discrimination, the N.C.C.D either directly settles hundreds of cases annually in the field of non-discrimination or participates, as a judicial expert by virtue of all for all the courts at national level in thousands of cases annually whose subject matters



concern equal opportunities and non-discrimination, in particular for the most vulnerable categories of persons, such as persons with disabilities, persons with non-contagious chronic conditions, disadvantaged groups, social categories vulnerable to risks, socio-professional categories, age groups, nationality or ethnicity, etc

## Promoting, monitoring and supporting equal treatment for EU workers

Promoting, monitoring, and supporting equal treatment for EU workers is in the remit of the Department for Promotion, Monitoring, and Support of Equal Treatment for EU Workers (C.P.M.S.E.T.L.U.E.), currently the Department for Promotion, Monitoring and Support of Equal Treatment for EU Workers (C.P.M.S.E.T.L.U.E.) organized within the Legal Directorate of the N.C.C.D, set up following the entry into force of Law no. 106/2017 *on certain measures to improve the exercise, on Romanian territory, of the rights conferred in the context of the free movement of workers within the European Union*, which transposed Directive 2014/54/EU into national law.

Through the activity of this department, the N.C.C.D coordinates at the national level the promotion, monitoring, and support of equal treatment for all workers in the European Union and their family members exercising their rights on the territory of Romania, without discriminating based on their nationality supports EU workers and their family members in defending their rights; and provides the activity of the national contact point regarding

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the prevention and combating of discrimination in terms of the freedom of movement of EU workers, for the purpose of cooperation and information exchange with counterpart contact points in other European Union Member States.

The Council was represented at the working meeting organized by ELA (European Labour Authority) for bodies promoting freedom of movement, held in Bratislava, which focused on the importance of institutions, social partners, and national authorities, as well as the necessity for a clear and consistent message regarding the role and added value of bodies promoting freedom of movement in the field of labour.

## Legal counselling, contracting and public procurement

The legal counselling activity within the N.C.C.D is undertaken by the Legal Directorate and it is undertaken in relation to such documents that comply with the legal conditions imposed in order to operate. During these proceedings, compliance with the legal provisions in force is verified, both in terms of the legal documents of the entity, as well as in terms of the other measures that are to be taken by the management or by the departments, when exercising their specific tasks.

During 2025, a total of 519 documents were submitted for endorsement, comprising administrative acts and other technical and economic documents for need and opportunity assessment, generated within the Council (orders, mandates, substantiation notes, etc.),

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which require legal verification and endorsement, as well as four Partnership Agreements with public and private entities.

The basic principle in this activity is to provide the legal and procedural framework for the institution's actions in relation to various natural and legal persons, including public procurement; in relation to the latter activity the following were prepared and monitored:

<p><b>19</b></p> <p>service contracts under the direct procurement procedure</p>	<p><b>74</b></p> <p>direct procurement procedures (online) concluded through the SICAP electronic system</p>	<p><b>43</b></p> <p>direct procurement notices (offline) issued through the SICAP electronic system</p>
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## Partnerships

In 2025, through the Legal Directorate, the N.C.C.D developed and implemented, through the respective activities, a series of interinstitutional partnerships with the purpose of developing long-term cooperation in terms of providing information, education, and raising awareness among various categories of employees within public institutions, in order to ensure compliance with the right to avoid any discrimination:

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- Partnership between N.C.C.D – **International Studies Centre** quarterly publication in “Noua Revistă de Drepturile Omului” (The New Jurnal of Human Rights) of materials on combating discrimination, promotion of the principle of equal opportunities, N.C.C.D case law, studies, and other specialized articles.
- Partnership between N.C.C.D – **One World Romania Association**, with the aim of organizing the “One World Romania International Human Rights and Documentary Film Festival” 18<sup>th</sup> edition;
- Partnership between N.C.C.D – **Schengen Multifunctional Training Centre**, aimed at institutional cooperation between the two parties regarding issues of non-discrimination and the application of this principle in the work of law enforcement agencies;
- Partnership between N.C.C.D - **Lower Secondary School no. 2**, aimed at the project „Educația, altfel” (Education, differently) to ensure students’ access to relevant information in the field of non-discrimination, for the promotion of equality, tolerance, and mutual respect.

## Activities undertaken by territorial structures

During the year 2025, over 107 persons approached the territorial structures of N.C.C.D in Buzău and Târgu Mureș, requesting legal and specialist advice regarding various circumstances considered discriminatory. The acts entailed mostly situations based on the

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criterion of ethnicity, cases related to potential discrimination in the workplace, including sexual harassment at the work place, discrimination in public areas, access to services, etc.

Breakdown by area of distribution for legal and specialist advice related to possible acts of discrimination, lodged with territorial structures:

<b>35</b> access to employment and profession	<b>16</b> personal dignity	<b>10</b> access to education
<b>13</b> access to public facilities	<b>22</b> moral harassment in the workplace	<b>8</b> equal opportunities between women and men
	<b>7</b> other fields	

Through the territorial structures within the Legal Directorate of the N.C.C.D, numerous actions have been undertaken to promote the principle of equal opportunities and non-discrimination at the territorial level, including the role played by the N.C.C.D in this context.

We mention below some of the exponential actions undertaken by the Legal Directorate of N.C.C.D through their territorial structures, in order to prevent discrimination:

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- The organization, in collaboration with the Buzău Prefecture, the County Office for Roma Issues, and the City Hall of Râmnicu Sărat Municipality, of a prevention event on 28.02.2025, attended by school mediators from several education institutions (Mihăilești Lower Secondary School, Rîmnicelu Lower Secondary School, Mihail Kogălniceanu Lower Secondary School of Buzău, Dumitru I. Ionescu Calvini Lower Secondary School), as well as representatives of various local NGOs (Buzău Roma Association, Buzău Community Development Agency Association, Roma Association of Râmnicu Sărat Municipality and neighbouring communes). This prevention action aimed to prevent acts of discrimination in the school environment by training school mediators on the concept of discrimination in all its forms. Participants were also provided with informative leaflets containing information about the forms of discrimination, prevention methods, as well as procedures for reporting acts of discrimination. The same action also aimed to monitor and evaluate the school mediation program and the inclusion of students from vulnerable backgrounds, with the objective of reducing school dropout caused by exclusion on ethnic or social grounds.
- Organization of an event on 31.03.2025, in partnership with the Buzău Prefecture, regarding compliance with the provisions of the Romanian Government Strategy for the Inclusion of Romanian Citizens Belonging to the Roma Minority for the period 2022–2027, with the participation of the President of the National Agency for Roma, Mr. Iulian Paraschiv. Representatives of the following institutions attended the event: Buzău County School Inspectorate, Buzău County Police Inspectorate, Buzău County Public Health Directorate, Buzău County Agency for Payments and Social Inspection, Buzău County Employment Agency, Buzău County Health Insurance Fund, Buzău County Pension



Fund, Buzău County Council, Buzău City Hall – Directorate for Population Records, National Agency for Cadastre and Real Estate Registration – Buzău Office for Cadastre and Real Estate Registration, Buzău Social Assistance Directorate, Râmnicu Sărat Social Assistance Directorate, Buzău Culture Directorate Buzău, Calvinii Commune Town Hall, Viperești Commune Town Hall, Mihăilești Commune Town Hall, Râmnicelu Commune Town Hall, Mihăilești Lower Secondary School, “Dumitru I. Ionescu” Lower Secondary School of Calvinii, “Mihail Kogălniceanu” Lower Secondary School of Buzău, Râmnicelu Lower Secondary School, Roma Association of Râmnicu Sărat Municipality and neighbouring communes, Roma Party Association “Pro Europa” of Buzău, Democratic Roma Party, Buzău Roma Association, “Buzău Community Development Agency” Association. The event was based on the adoption of a plan of measures regarding the inclusion of the Roma minority for the year 2025 and was conducted on the round table principle, allowing each participant to present their point of view on the proposed measures, also having the opportunity to discuss directly with the President of the National Roma Agency (ANR) the concrete issues faced by the community of Romanian citizens belonging to the Roma minority. During this meeting, action lines regarding discrimination were outlined, and target groups were established.

- The organization of an event, in the form of a debate, on 29.04.2025, in partnership with the Buzău Prefecture, concerning compliance with the norms imposed by the Romanian Government Strategy for the Inclusion of Romanian Citizens Belonging to the Roma Minority for the period 2022–2027, an action involving members of the vulnerable community from the locality of Râmnicelu. The event was held at the Râmnicelu Lower Secondary School, where all pupils belong to the Roma minority. At this event, parents

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of students in grades 5th-8th were invited to discuss the necessity of allowing children to attend school, the assumption of ethnic identity, and simultaneously, an information campaign on combating discrimination was conducted through the presentation of digital material with clear examples of discrimination. The debate was attended by parents, representatives of the educational institution, and representatives of the Râmnicelu Town Hall. The main subject of the debate was the assumption of ethnic identity, which remains a challenge for the majority of Romanian citizens of Roma ethnicity. At the conclusion of the debate, leaflets containing information on combating discrimination and the procedures for reporting acts of discrimination were distributed.

- A working meeting was organized at the office of the Buzău County Council on 22.05.2025, within the mixed working group for the Implementation of the Romanian Government Strategy for the Inclusion of Romanian Citizens Belonging to the Roma Minority for the period 2022–2027, regarding access to education for children from vulnerable groups belonging to the Roma community in the special places allocated by the Ministry of Education, with the participation of the following institutions: Buzău County School Inspectorate, Buzău County Police Inspectorate, Buzău Social Assistance Directorate, Râmnicu Sărat Social Assistance Directorate, Râmnicelu Commune Town Hall Hall, Mihăilești Lower Secondary School, “Dumitru I. Ionescu” Lower Secondary School of Calvini, “Mihail Kogălniceanu” Lower Secondary School of Buzău, Râmnicelu Lower Secondary School, Roma Association of Râmnicu Sărat Municipality and neighbouring communes, Roma Party Association “Pro Europa” Buzău, Democratic Roma Party, Buzău Roma Association, “Buzău Community Development Agency” Association Within this action, the Buzău County School Inspectorate, through school inspector Olimpia Barbu,

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presented the situation of special places allocated to students of Roma ethnicity, and the N.C.C.D participated as an expert to explain to participants why the allocation of these special places does not constitute discrimination, and why special places must exist and to define the concept of affirmative action, which is often misunderstood.

- Conference held on 26.06.2025, in collaboration with the Buzău Prefecture, which aimed to identify the social and economic situation of vulnerable communities, to seek necessary measures to reduce poverty and increase the inclusion capacity of members of these local communities, ensuring equal access to social assistance services, identifying measures regarding the social responsibility of economic operators, improving access to general public interest services (medical services, education), as well as promoting social entrepreneurship among vulnerable communities. For the conduct of the event, representatives of the following local public institutions were invited: Buzău County School Inspectorate, Buzău County Police Inspectorate, Buzău County Public Health Directorate, Buzău County Agency for Payments and Social Inspection, Buzău County Employment Agency, Buzău County Health Insurance Fund, Buzău County Pension Fund, Buzău County Council, Buzău City Hall – Directorate for Population Records, National Agency for Cadastre and Real Estate Registration – Buzău Office of Cadastre and Real Estate Registration, Buzău Social Assistance Directorate, Râmnicu Sărat Social Assistance Directorate, Buzău Culture Directorate, Calvini Commune Town Hall Hall, Viperești Commune Town Hall, Mihăilești Commune Town Hall, Rîmnicelu Commune Town Hall, Mihăilești Lower Secondary School, “Dumitru I. Ionescu” Lower Secondary School of Calvini, “Mihail Kogălniceanu” Lower Secondary School of Buzău, Rîmnicelu Lower Secondary School, Roma Association of Râmnicu Sărat Municipality and neighbouring

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communes, Roma Party Association “Pro Europa” Buzău, Democratic Roma Party, Buzău Roma Association, “Buzău Community Development Agency” Association. Together, we conducted a debate to identify the most effective methods to combat discrimination against Romanian citizens belonging to the Roma ethnicity, as well as citizens who are part of vulnerable categories (with reference to social category, age, gender) within the localities to which they belong. The outcome of the debate was incorporated into the county action plan of the Mixed Working Group.

- On 22.07.2025, an information and prevention campaign concerning acts of discrimination, as well as the combating of hate speech, was carried out at the Buzău County Council. The campaign focused primarily on public institutions within Buzău Municipality, specifically targeting public officials who interact with the public and the spokespersons of these same public institutions (County Police Inspectorate, County School Inspectorate, General Directorate for Social Assistance and Child Protection, Buzău Prefecture, Buzău Directorate of Population Records, Buzău Public Health Inspectorate, Buzău County Centre for Educational Resources and Assistance). Following certain communications exhibiting characteristics that could create the premise for acts of discrimination or even criminal offenses (incitement to hatred against persons of Roma ethnicity or persons of other nationalities), we initiated activities aimed at preventing such events.
- Within this activity, we have delivered a presentation on the provisions of G.O. 137/2000, concerning the concept of discrimination (forms, criteria, sanctions, combating, prevention), the methods to combat it, the criminal implications when discrimination exceeds the scope of G.O. 137/2000 and falls under the jurisdiction of criminal investigation

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authorities, as well as on hate speech. Within this activity, regarding the combating of hate speech, Deputy Prefect Ilie Mihail Gabriel, a specialist in criminal law, supported this initiative by presenting the legal provisions applicable in the matter. This initiative laid the foundation for the establishment of working groups in the field of combating discrimination within public institutions.

- An activity took place at the Buzău County Council on 08.08.2025 within the mixed working group, in collaboration with the Buzău Prefecture, aimed at commemorating the Roma ethnicity victims of the Holocaust; during this event, emphasis was placed on the need for inclusion and the promotion of non-discrimination of this ethnic community. The N.C.C.D delivered a lecture on the historical background of the Roma and Jewish ethnic communities in our country, reviewing the historical moments that marked their existence and emphasizing the importance of combating antisemitism and racism.
- The event held on 25.09.2025 at the office of the Buzău County Council, in partnership with the County School Inspectorate, was attended by thirty students of Roma ethnicity from schools in Buzău County, focusing on applied discussions regarding the importance of embracing ethnic identity, observing rights and freedoms, and promoting ideas of tolerance and acceptance of ethnic and cultural diversity. The N.C.C.D participated as an expert in the field of non-discrimination and the observance of fundamental human rights. It was a panel discussion during which the students asked questions, and the N.C.C.D, acting as an expert, provided reasoned responses and well-founded explanations.
- Action conducted on 23.10.2025 at the office of the Buzău County Council, in partnership with the County School Inspectorate, with the participation of the Buzău Prefecture,



Buzău City Hall, and the Buzău Teachers' House regarding the education, an event whose primary objectives were the creation of educational programs tailored to the diversity of educational needs, the encouragement of participation in training courses for teaching staff to promote equal opportunities and treatment, providing a safe, tolerant, inclusive, and diverse educational environment, as well as the combating of discrimination in schools. Within this action, the N.C.C.D initiated a partnership to commence training seminars for teaching staff aimed at promoting equal opportunities and treatment, ensuring a safe, tolerant, inclusive, and diverse educational environment, as well as combating discrimination in schools.

- The action conducted on 12.11.2025 at Goidești Lower Secondary School, Buzău County, together with school inspectors Barbu Olimpia and George Vlad, concerned the discrimination of students of Roma ethnicity within the school. Within this educational institution, tensions arose concerning the presence of students of Roma ethnicity, creating a hostile environment for them, with some parents requesting the establishment of separate classes. The N.C.C.D, fulfilling its preventive role, initiated a meeting with parents, students, and teaching staff, with the participation of the two inspectors, to inform the participants about the forms of discrimination and their legal implications. Following this action, the conflict was resolved, and the school implemented an anti-discrimination policy that facilitates access to classes for students of Roma ethnicity.
- The action conducted on 17.11.2025 at Gălbinași Lower Secondary School, Buzău County, concerning student discrimination, involved a request for support from the N.C.C.D to hold a thematic seminar on equal opportunities and non-discrimination. On this occasion, intercultural activities addressing discrimination were also organized to prevent

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bullying and discrimination among students. Five teaching staff and forty students took part in this seminar. We also benefited from the support of six students from Buzău Technological High School, who presented an artistic moment on the theme of anti-discrimination and tolerance. Informational materials were used both in digital format and as leaflets.

- The event held at the office of the Buzău County Council, which began with the celebration of National Minorities Day, celebrated on 18.12.2025, included discussions on observing the rights of national minorities, specifically the necessity of observing ethnic and national identity, tolerance, and the promotion of inclusion. The conference was attended by representatives from the following local public institutions: Buzău County School Inspectorate, Buzău County Police Inspectorate, Buzău County Public Health Directorate, Buzău County Agency for Payments and Social Inspection, Buzău County Employment Agency, Buzău County Health Insurance Fund, Buzău County Pension Fund, Buzău County Council, Buzău Municipality City Hall – Directorate for Population Records, National Agency for Cadastre and Real Estate Registration – Buzău Office of Cadastre and Real Estate Registration, Buzău Social Assistance Directorate, Râmnicu Sărat Social Assistance Directorate, Buzău Culture Directorate, Calvini Commune Town Hall, Viperești Commune Town Hall, Mihăilești Commune Town Hall, Rîmnicelu Commune Town Hall, Mihăilești Lower Secondary School, “Dumitru I. Ionescu” Lower Secondary School of Calvini, “Mihail Kogălniceanu” Lower Secondary School of Buzău, Rîmnicelu Lower Secondary School, Roma Association of Râmnicu Sărat Municipality and neighbouring communes, the Roma Party Association „Pro Europa” Buzău, the Democratic Roma Party, the Buzău Roma Association, and the ”Buzău Community Development



Agency” Association. The N.C.C.D, by virtue of its role as mediator and expert in matters of non-discrimination, has advocated in its discourse for the observance of the rights of national minorities, specifically the necessity of observing ethnic and national identity, promoting tolerance, and fostering inclusion.

- The working meeting held on 29.12.2025 at the office of Buzău County Council headquarters, with the participation of the Employment Agency, the Public Health Directorate, the Directorate of Population Records, the Buzău Prefecture, the County Police Inspectorate, and Buzău City Hall, aimed at establishing collaboration guidelines regarding the continuity of campaigns pertaining to:
  1. Improving labour market access through the customization of training programs and support services, as well as public–private partnerships, ensuring equality of opportunity and treatment; the target group of unemployed persons from vulnerable categories comprised thirty unemployed individuals and six economic operators who were counselled.
  2. Improving access to medical care by ensuring equitable and non-discriminatory access to quality health services; twenty health mediators and twenty-five nurses were trained.
  3. Access to services of general public interest by ensuring equitable and non-discriminatory access to any service provided by authorities or any public institution; fifteen officials engaged in public-facing activities were trained.



4. Training of public officials through specialized programs to understand the necessity of providing equitable and non-discriminatory public services. It is intended to train fifty public officials on the application of the principle of non-discrimination in the provision of public services.

## Non-specific activities of legal nature

Throughout 2025, the Legal Directorate undertook multiple activities of legal nature, independent of the specific tasks that were aimed at domestic level, as well as actions at international level, as follows:

### Development and submission of position elements

- Upon request by ANES (National Agency of Equal Opportunities between Women and Men), representatives of the Legal Directorate participated, within the Sectoral Interinstitutional Working Group for Transposition (GLIS), for the correct and complete transposition of ***DIRECTIVE (EU) 2023/970 on strengthening the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and mechanisms ensuring compliance with the law.***

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- Upon request by the Ministry of Labour and Social Solidarity, contributions were provided regarding the recommendations received by Romania following the evaluation conducted by the OECD ELSAC Committee.
- Upon request by the National Authority for the Protection of the Rights of Persons with Disabilities (ANPDPD), contributions were provided regarding the indicators and progress recorded with respect to the Data Collection and Monitoring Mechanism for the implementation of the UN Convention on the Rights of Persons with Disabilities.
- Upon request by the the European Commission, contributions were submitted via EQUINET for the preparation of the European Commission Report on the application of the Racial Equality Directive 2000/43/EU and the Employment Equality Directive 2000/78/EU.
- Upon request the Romanian Government, observations were analysed and forwarded regarding the Report on Fundamental Rights and Rule of Law, prepared following the visit of the European Economic and Social Council(EESC).
- Upon request by the Ministry of Culture, contributions concerning the proposal for the Regulation establishing the AgoraEU program for the period 2028–2034 were analysed and submitted.
- Upon request by the Permanent Representation of Romania, observations were made regarding the proposal for the Council of Europe Recommendation on the impact of artificial intelligence systems on equality and non-discrimination.
- Upon request by the Permanent Representation of Romania and the Ministry of Labour, observations were made regarding the proposal for a directive implementing the principle



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of equal treatment between persons, regardless of religion or belief, disability, age, or sexual orientation.

- In accordance with the Cooperation Agreement between the National Institute of Statistics (INS) and the N.C.C.D, contributions on progress in the field of sustainable development were submitted, pursuant to the National Set of Sustainable Development Indicators.
- Upon request by the Ministry of Labour, observations were submitted for the EPSCO meeting, which addressed, among other topics, the issue of “Combating hatred, discrimination, and violence against LGBTIQ persons.”
- Upon request by the General Secretariat of the Government, position statements were submitted concerning the “Government of Romania’s stance on the Strategy for Equal Treatment of LGBTIQ+ Persons for the period 2026–2030, launched by the European Commission.”
- Upon request by the Ministry of Foreign Affairs, observations were submitted regarding the recommendations within the framework of the fourth UPR cycle.
- Upon request by GREVIO (Group of the Council of Europe of Independent Experts on Violence against Women and Domestic Violence), an analysis was carried out of the N.C.C.D’s activities on preventing and combating violence against women and domestic violence. This Report will be published in 2026.
- Representatives of the Legal Directorate participated in meetings of the Monitoring Committees for Interreg Romania – Serbia, Interreg RoBg Programme, Interreg NEXT Romania – Ukraine, Interreg Romania-Hungary Programme, Interreg NEXT Romania-Republic of Moldova Programme, the Coordination Committee for Management of

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the 2021–2027 Partnership Agreement, the Committee for Monitoring the Fulfilment of Enabling Conditions, the Committee for Monitoring the Health Programme, the Committee for Monitoring the 2021–2027 Technical Assistance Programme, the Committee for Monitoring the South-East Regional Programme, the Committee for Monitoring the Health Programme, the Committee for Monitoring PR BI, the Committee for Monitoring the 2021–2027 North-East Regional Programme, and the Committee for Monitoring the 2021–2027 Transport Programme, the Committee for Monitoring the Large Infrastructure Operational Programme, PEO and PoIDS Monitoring Committees, the Committee for Monitoring the 2021–2027 Aquaculture and Fisheries Programme 2021–2027

## International representation

At the European level, within the *Legal Working Group*, *Policy Formation Group*, *LGBTIQ Equality Subgroup*, and *Workers' Rights Working Group*, through its personnel assigned from the Directorate, the Council participated in various research actions organized at the European level by providing responses to questionnaires and studies.

Furthermore, the staff of the Legal Directorate took part in several external meetings, which were highly relevant for the area of interest and also representative in terms of a harmonious implementation of specific legislation:

- The online meetings of the *Legal Working Group* addressed issues such as the “standards of equality bodies” in the context of the Directive entering into force in June, as well as the Work Plan for 2025.

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- The two online meetings of the *Policy Formation* group focused on practical tools, coordinating strategies, and the relevance of the Network of Equality Bodies in combating hate speech and hate crimes, as well as training EQUINET members from the Communication and Policy Formation groups in techniques for developing strategies.
- The EQUINET working meeting, Standards Laboratory, convened experts from all EU Member States to discuss the minimum requirements of directives regarding the standards of national equality bodies in Europe, as well as the implementation process of these standards (adopted by European Directives and monitored by the European Commission).
- Participation in the online meeting with the European Commission, DG JUST, Unit D3 Gender Equality, at the 4th working meeting of the Commission, regarding the implementation of Directive 2023/970 on pay transparency, namely assisting and supporting Member States in implementing the provisions in line with the objectives pursued by the directive.

## Prevention activities implemented with external funds

N.C.C.D, as beneficiary, pursuant to the funding contract concluded with the Romanian Authority for Digitalisation, acting as the Intermediate Body for the Smart Growth, Digitalisation, and Financial Instruments Programme 2021–2027, has been implementing since December 2025 the project “Integrated Information System for Electronic Public Services to Combat Discrimination (SIISPECD)”, SMIS code 335331, a project co-financed

by the European Union through the 2021–2027 Smart Growth, Digitalisation, and Financial Instruments Programme.

The general objective of the project is the digitalisation of the anti-discrimination services provided by the N.C.C.D, through the optimisation of activity processes and the facilitation of citizens' access to these public services. Its implementation consists of the development and operationalisation of an Integrated IT System for Electronic Public Services to Combat Discrimination, which will automate the workflows within the N.C.C.D, reduce processing times for notifications and petitions, increase institutional transparency and efficiency, and enable citizens' online access to the public services offered by the institution.

The project has an implementation duration of 24 months from the date of signing the funding contract by the last party, with the possibility of extension under the conditions provided by applicable legislation, without exceeding December 31, 2029, and benefits from a total budget of 27,610,463.79 lei, of which the amount of 19,533,958.86 lei represents non-reimbursable financing from European funds, and 8,076,504.93 lei (the difference) is provided from the national budget and the beneficiary's contribution, in accordance with the provisions of the funding contract.



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## Prevention activities at national level

- ▶ The cooperation between the International Studies Centre and the N.C.C.D continued in 2025 through the quarterly publication in the “New Journal of Human Rights” of materials on combating discrimination, promoting the principle of equal opportunities, N.C.C.D case law, studies, and other specialised articles.

<http://www.revistadrepturileomului.ro/>

This cooperation continued due to the beneficial impact that the publication of these materials has proven to have on society, as well as on our institution, thus capitalising on the expertise possessed in the field of human rights, prevention and combating discrimination.



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- ▶ **The 18<sup>th</sup> edition of the International Documentary and Human Rights Film Festival – One World Romania**, was held between **April 04 and April 13, 2025** at the Museum of the Romanian Peasant Cinema, Cinema Elvire Popesco, and Cinema Union. Subsequently, a large part of the presented titles was also available for online streaming across the entire territory of the country, between **April 14 and April 30, 2025**, and was organised by the One World Romania Association.

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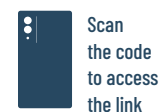


Within this event, the N.C.C.D provided technical services related to the subtitling of documentaries on human rights themes, including the creation of Romanian subtitles and the addition of burnt-in subtitles to the film.

Considering the symbolism of the 18th edition and one of the curatorial themes focused on the passage of time and change in all its forms, OWR launched the campaign #GrownWithOWR, raising awareness of the impact the festival has had over its 17 years of existence. Spectators who participated in previous editions and have a long-standing relationship with the festival were encouraged to share their memories on social media channels (Facebook, Instagram, TikTok), using the hashtag #GrownWithOWR and tagging the official page (@oneworldromania).

Thus, through the quality of the films and the themes addressed, the project contributed to educating the public about documentary films dedicated to human rights, a type of film that lacks exposure in Romania.

The continuity of this project represents an opportunity to develop initiatives whose impact, over time, has demonstrated a tangible contribution to the local cultural scene, by investing in the training of younger generations and supporting active creators, as well as in the



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development of effective working and representation practices, alongside engagement with the international scene.

The festival serves as the venue where the organisation’s annual projects - which facilitate access to creative documentaries and culturally mediate productions both in major cities and in communities with limited infrastructure - share best practices with the public, sociocultural operators, and partners in Bucharest.

Every year, One World Romania hosts Romanian documentaries in national or international premiere, promoting the country’s cultural potential and image among internationally recognized filmmakers, as well as fostering cooperations between local and foreign filmmakers concerning the financing and distribution of such projects.

- ▶ **“Education, differently”**, implemented under the Partnership Agreement with Lower Secondary School No. 2 in Chitila, comprised debates and courses for teachers and/or students held at the partner’s premises on March 21, 2025 (International Day for the Elimination of Racial Discrimination) and November 16, 2025 (International Day of Tolerance), aimed at ensuring students’ access to pertinent information in the field of non-discrimination, and promoting equality, tolerance, and mutual respect.
- ▶ At the invitation of the National Trade Union Bloc, a representative national trade union confederation, a representative of the Legal Directorate delivered informative sessions for the group leaders of the Dacia Automobile Trade Union concerning the prevention and management of moral harassment in the workplace.

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## Related interinstitutional legal correspondence activities

The N.C.C.D, through its Legal Directorate, carries out specialist legal activities to provide institutional input to a series of technical-legal and legislative projects initiated by the Government of by the Parliament of Romania

Regarding such activities outside the specific legal profile, during 2025, the Legal Directorate of the N.C.C.D prepared and communicated a series of specialised responses to competent institutions (ministries, the Government of Romania, or the Parliament of Romania), as well as to third-party applicants, with statistical data presented as follows:

- A total of 6 specialist opinions regarding various projects or legislative proposals under legislative process, which either directly pertained to the field of non-discrimination or implied a tangential connection to the reference field;
- A total of 2 specialist responses to various parliamentary questions addressed under the Operating Regulations of, as appropriate, the Senate or the Chamber of Deputies;
- A total of 31 specialist legal responses to various questions addressed to N.C.C.D relating to legislative, legal, procedural, statistical, and other aspects in the field of non-discrimination.

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Expert legal input through representatives of the N.C.C.D Legal Directorate, designated as members of the EU Litigation Working Group (“EULWG”) of the Romania’s Government Agent for the Court of Justice of the European Union, exempli gratia:

- Preparation of legal observations in case C-172/25, Personal Sea Management, referred to the Government Agent for the Court of Justice of the European Union (CJEU);
- Preparation of a specialist opinion and contributory participation in the technical meeting on case C-172/25, Personal Sea Management, organized by the Government Agent for the Court of Justice of the European Union (CJEU), held on 28.05.2025;
- Preparation of additions concerning the Legal Observations in case C-172/25, Personal Sea Management, referred to the Government Agent for the Court of Justice of the European Union (CJEU);
- Preparation of the Legal Opinion in case C-449/25, Immigration Service of Bihor County, addressed to the Court of Justice of the European Union (CJEU) by the Oradea Court of Appeal;

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- Analysis and remarks regarding the draft written observations in case C-449/25, Immigration Service of Bihor County, referred to the Court of Justice of the European Union (CJEU) by the Oradea Court of Appeal;
- Specialised analysis aimed at determining the advisability of submitting an opinion regarding the reference for a preliminary ruling in case C-680/25, Suceava Tribunal and the High Court of Cassation and Justice, submitted by the Mureș Tribunal;
- Analysis regarding the advisability of submitting written observations in the foreign case C-531/23, Loredas. This was addressed to the Court of Justice of the European Union (CJEU) by a referring court in Spain;
- Analysis aimed at enforcing the order issued by the CJEU in case C-333/23, Habonov, whereby the reference for a preliminary ruling was declared manifestly inadmissible;
- Analysis regarding case C-543/23, Gnattai, foreign reference for preliminary ruling - 12.03.2025 - hearing session of pleadings;
- Analysis of the package of decisions in infringement procedures adopted by the European Commission (COM). Enforcement of procedures initiated and continued against Romania through the issuance of a letter of formal notice, a reasoned opinion, and an additional reasoned opinion, indicating that among the decisions adopted by COM there are also those closing the following procedures:
- Case 2019/2189 – concerning non-fulfilment of the obligations provided under Art. 3 para. (5) items (i) and (ii), Art. 4 para. (3), Art. 6 para. (1), Art. 9 letters (b), (c), and (e),



and Art. 17 para. (1) letter (b) and para. (4) of Directive 2011/93/EU on combating sexual abuse of children, child sexual exploitation, and child pornography;

- Case 2020/2127 – concerning non-fulfilment of the obligations provided in Art. 7 para. (7), Art. 8 para. (7), and Art. 13 para. (10) of Regulation (EU) 2017/1938 on measures to ensure the security of gas supply;
- Case 2022/0387 – concerning the failure to transpose within the provided timeframe Directive (EU) 2019/1152 on transparency and predictability of working conditions in the European Union;
- Case 2024/2048 – concerning non-fulfilment of the obligations set out in Art. 8ac of Directive 2011/16/EU on administrative cooperation in the field of taxation and repealing Directive 77/799/EEC, and Art. 4 para. (3) of the Treaty on European Union;
- Case 2024/2078 – concerning non-fulfilment of the obligations set out in Art. 5 para. (2) of Directive 2010/31/EU on the energy performance of buildings (recast).
- Analysis of Case C-522/24, Ministero della difesa, including the evaluation of the written observations submitted by the Romanian Government in the case, aimed at determining the advisability of requesting the oral hearing phase;
- Analysis of case C-257/24, Städteregion Aachen, foreign reference for preliminary ruling;
- Analysis of case C-258/24, Katholische Schwangerschaftsberatung, regarding the assessment of the justification of the addendum to the preliminary ruling reference;

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- Analysis of the package of decisions in infringement procedures adopted by the European Commission (COM), resulting in the closure of proceedings concerning Romania in the following cases:
  - Case 2021/0128 – failure to transpose within the provided timeframe Directive (EU) 2019/1 on providing means to competition authorities of the Member States, so as to enhance effectiveness in law enforcement;
  - Case 2022/0321 – failure to transpose within the provided timeframe Directive (EU) 2019/882 on accessibility requirements for products and services;
  - Case 2023/0034 – failure to transpose within the provided timeframe Directive (EU) 2020/1828 on representative actions for the protection of collective consumer interests;
  - Case 2022/2166 – failure to comply with certain reporting obligations established by Regulation (EU) 2018/1999 on the governance of the Energy Union and climate action.
- Analysis concerning case C-5/24, Pauni, foreign reference for preliminary ruling;
- Analysis concerning case C-597/24, Zirvatta, foreign reference for preliminary ruling, regarding the examination of written observations submitted by participants in the procedure. Pursuant to Art. 76 para. (3) of the Rules of Procedure of the Court of Justice, it was required to assess the opportunity for Romania to submit a reasoned request to be heard in the respective case;



- Analysis of the following decisions of the European Commission (COM), adopted in infringement procedures, under the proposal for closing the proceedings:
  - Case 2020/0556 – failure to transpose within the provided timeframe Directive (EU) 2018/2002 (energy efficiency);
  - Case 2024/0125 – failure to transpose within the provided timeframe Directive (EU) 2021/2167 (credit servicers and credit purchasers);
  - Case 2023/2032 – incorrect application of EU law through the imposition of restrictions on electricity export;
  - Case 2024/2247 – incorrect transposition of Directive 2014/17/EU (consumer credit agreements relating to residential immovable property).
- Analysis of Case C-757/24, Gemeinde Wien, preliminary reference from a foreign court;
- Analysis of the Advocate General’s conclusions in Preliminary Case C-543/23 Gnattai before the CJEU (referring court(s): Tribunale Civili di Padova - Italy);
- Analysis and acting upon the *Summons for the oral pleadings hearing* in Preliminary Case C-522/24 Ministero della difesa (mandatory vaccination of military personnel) (referring court: Consiglio di Stato – Italy);
- Analysis concerning case C-320/25, Lertimene, submitted by a referring court from Italy;
- Analysis and enforcement of the CJEU judgment, as communicated to us by the Legal Directorate (in German), delivered in case C-257/24, Städteregion Aachen;
- ;

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- Analysis of the package of decisions in infringement procedures adopted by the European Commission (COM). Press releases issued by the EU institution on this subject are available at: [https://ec.europa.eu/commission/presscorner/detail/ro/inf\\_25\\_1628](https://ec.europa.eu/commission/presscorner/detail/ro/inf_25_1628). Among the decisions adopted by the COM today are also those closing the following procedures:
  - Case 2025/0101 – failure to transpose within the provided timeframe Directive (EU) 2024/1174 (minimum own funds and eligible liabilities requirement);
  - Case 2024/0123 – failure to transpose within the provided timeframe Directive (EU) 2021/1883 (conditions of entry and residence of third-country nationals for the purpose of highly qualified employment).
- Analysis of the procedural notices issued by the CJEU in Case concerning the reference for a preliminary ruling C-597/24 Zirvatta;
- Analysis regarding Case C-823/24, Centro Servizi Culturali Santa Chiara, referred to the CJEU by a referring court in Italy, together with the order by which the Court resolved this reference, pursuant to Art 99 of the Rules of Procedure;
- Analysis and assessment of the Opinion of the Advocate General of the CJEU on Case C-312/24, Darashev;
- Analysis and enforcement of the CJEU judgment rendered in case C-5/24, Pauni;
- Specialised analysis for undertaking measures of opportunity regarding the written observations submitted by participants in the procedure concerning case C-235/25, Villeme (renamed), foreign reference for preliminary ruling;



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- Specialised analysis and enforcement of the written opinions of the Advocate General of the CJEU formulated in case C-522/24, Ministero della difesa;
- Specialised analysis and enforcement of the written opinions of the Advocate General of the CJEU formulated in case C-747/22, INPS, foreign reference for preliminary ruling
- Specialised analysis regarding the reference for a preliminary ruling in Case C-691/25, Lægernes Pension, submitted by a referring court in Denmark;
- Specialised analysis regarding the reference for a preliminary ruling in Case C-606/25, CGIL del Trentino, foreign reference for preliminary ruling;
- Specialised analysis and enforcement of the CJEU Judgment delivered in Case C-417/23, Slagelse Almennyttige Boligselskab, Afdeling Schackenborgvænge;
- Contributory participation of permanent members of the Legal Directorate of the N.C.C.D in the regular quarterly meetings of the *EU Litigation Working Group (EULWG)*, established under the coordination of the Government Agent for the Court of Justice of the European Union (CJEU).

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# VI. Internships within the Legal Directorate and the Assistance Service of the Steering Board

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Additionally, as an activity related to promoting the principle of non-discrimination and equal treatment, the N.C.C.D provides internships for Law School students and other students.

Thus, throughout 2025, the Legal Directorate – Legal Affairs and Litigation, together with the Assistance Service of the Steering Board, provided internships for 43 students within the N.C.C.D, as follows:

■ **FACULTY OF ADMINISTRATION AND BUSINESS,  
UNIVERSITY OF BUCHAREST (21 STUDENTS):**

<u>BACHELOR'S DEGREE</u>	<u>MASTER'S DEGREE</u>
18 (including 2 students Erasmus from Germany)	3 students

■ **FACULTY OF POLITICAL SCIENCE, NATIONAL SCHOOL OF  
POLITICAL AND ADMINISTRATIVE STUDIES (6 STUDENTS):**

<u>BACHELOR'S DEGREE</u>	<u>MASTER'S DEGREE</u>
5 students	1 student

■ **FACULTY OF POLITICAL SCIENCES, UNIVERSITY  
OF BUCHAREST (6 STUDENTS):**

<u>BACHELOR'S DEGREE</u>	<u>MASTER'S DEGREE</u>
3 students	3 students

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- **FACULTY OF PUBLIC ADMINISTRATION AND MANAGEMENT,  
UNIVERSITY OF ECONOMIC STUDIES**

BACHELOR'S DEGREE

4 students
- **FACULTY OF LAW, UNIVERSITY OF BUCHAREST**

BACHELOR'S DEGREE

3 students
- **FACULTY OF HISTORY AND PHILOSOPHY, BABEȘ-BOLYAI UNIVERSITY**

BACHELOR'S DEGREE

3 students
- **FACULTY OF LAW, TITU MAIORESCU UNIVERSITY**

BACHELOR'S DEGREE

2 students
- **UNIVERSITÉ DE PARIS 1 PANTHÉON-SORBONNE**

MASTER'S DEGREE

1 student

As part of this activity, the practical trainers of the N.C.C.D delivered relevant information to the students regarding the activity of the institution, the processing of petitions, and especially on the activity undertaken before the courts.

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During the internships, practical exercises in the field of non-discrimination were conducted to raise students' awareness on the negative effects of discriminatory treatment.

By the end of the internships, participating students received internship certificates from the N.C.C.D, issued by the Legal Directorate and the Assistance Service of the Steering Board, which represent a proof that they manifested an interest in the activity of the institution, that they complied with the practical training schedule and instructions provided by their trainers, that they studied the recommended materials, and that they asked for further information in order to grasp the complexity of the phenomenon of combating discrimination.



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# VII. Discrimination- related issues in Romania reflected in international reports

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# FUNDAMENTAL RIGHTS REPORT 2025

FUNDAMENTAL  
RIGHTS REPORT  
— 2025



The 2025 Annual Fundamental Rights Report, published by the European Union Agency for Fundamental Rights (FRA), analyses developments within the Member States in the field of fundamental rights protection, focusing on combating discrimination, racism, xenophobia, hate speech, and gender-based violence.

The document emphasises that, despite the existence of a consolidated European legislative framework on equality and non-discrimination, challenges persist on effective application of

norms and the operation of independent monitoring and sanctioning mechanisms.

Romania is mentioned in connection with developments relevant to the protection of fundamental rights, with implications for equal opportunities and the functioning of democratic institutions. From the perspective of the impact of digital technologies, the report draws attention to the risks generated by the abusive use of algorithms and online platforms, which

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may affect equal opportunities, democratic pluralism, and protection against manipulation and social polarisation, contributing to the amplification of discriminatory discourse and intolerance in the public sphere.

In the area of political participation and gender equality, dysfunctions have been reported in the enforcement of requirements concerning balanced representation on electoral lists, within the context of manifestations of sexism, as well as forms of harassment and violence, including online, which affect participation in political life and the implementation of the principle of equal opportunities.

Regarding inclusive electoral processes, the report shows that lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ) persons continue to encounter obstacles in the full exercise of their political rights.

Furthermore, Romania is among the Member States that have adopted measures to facilitate the participation of persons with disabilities in the electoral process, through the introduction of accessibility and adapted information tools, in line with obligations to remove barriers to the exercise of political rights and to prevent discrimination based on disability.

The report also addresses the level of awareness and application of the Charter of Fundamental Rights of the European Union, underscoring the contribution of European funding to the enhancement of training and information activities, particularly among legal professionals.

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The 2024 Eurobarometer data on justice, rights, and values reveal a relatively low level of awareness of the Charter among Romania's population, with 45% of respondents reporting familiarity with this instrument - a figure below the European Union average of 62% and among the lowest across Europe. At a general level, the report underscores the importance of strengthening the role and capacity of equality promotion bodies, emphasising the necessity to ensure institutional independence, adequate resources, and effective competences for efficient interventions in cases of discrimination, as well as the importance of developing independent monitoring mechanisms based on up-to-date data regarding the phenomenon of discrimination.

The FRA 2025 report emphasises the persistence of hate speech and negative stereotypes in the public space, including the online environment, with a significant impact on vulnerable groups. The risks posed by the dissemination of discriminatory content and the need to reinforce prevention and combating measures of this phenomenon are highlighted, while maintaining a balance between freedom of speech and the protection of human dignity.

The report places particular emphasis on the role of equality bodies in Member States, highlighting the importance of institutional independence, adequate resources, and effective competences to ensure the protection of the right to equality.

The report also underscores the importance of collecting relevant and comparable data on discrimination as an essential tool for evidence-based policymaking and assessing the impact of measures adopted at the national level.

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The report concludes that ensuring effective protection against discrimination requires strengthening the institutional capacity of equality bodies, improving access to justice for victims of discrimination, and continuing to align national policies with European standards in the field of fundamental rights.

**European Union Agency for Fundamental Rights, *Fundamental Rights Report 2025***

available at: <https://fra.europa.eu/en/publication/2025/fundamental-rights-report-2025>



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# ECRI REPORT ON ROMANIA (SIXTH MONITORING CYCLE)

## ECRI REPORT ON ROMANIA

(sixth monitoring cycle)



The ECRI Report on Romania (Sixth Monitoring Cycle), prepared by the European Commission against Racism and Intolerance (ECRI) within the Council of Europe, analyses developments in combating racism, discrimination, intolerance, and hate speech in Romania, as well as the effectiveness of the existing legislative and institutional framework for the prevention and combat of these phenomena. The report was adopted and published in 2025.

The document highlights progress and positive practices in several relevant areas. Regarding the institutional framework, it is noted that the

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functions and competences of the National Council for Combating Discrimination largely comply with General Policy Recommendation no. 2 concerning equality bodies. However, structural limitations are identified, such as the inability to provide legal representation for victims before courts or to initiate actions in a personal capacity, as well as the requirement that annual reports be approved by the Parliament, a factor regarded as potentially affecting perceptions of institutional independence and effectiveness.

Data for the period 2019–2023 indicate a consistently high level of petitions, while the percentage of N.C.C.D decisions upheld by courts, ranging from 74% to 82%, reflects a significant degree of validation of the institution’s activity.

ECRI recommends adopting additional measures to strengthen the N.C.C.D, aiming to fully align its independence, competences, and efficiency with General Policy Recommendation no. 2, as well as to ensure the necessary financial and human resources to fulfil its mandate.

The analysis also addresses other areas relevant to the prevention of discrimination. In education, progress is acknowledged, such as the introduction of topics related to the history of Jews, the Holocaust, and Roma slavery, as well as the existence of procedures for preventing bullying. However, deficiencies have been identified, including the absence of topics related to sexual orientation, gender identity, and sexual characteristics within the school curriculum, the presence of stereotypes in certain educational materials, and the lack of a national system for monitoring racist and anti-LGBTI incidents in schools.

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In the area of hate speech and hate-motivated offences, the report notes an increase in manifestations of intolerance, particularly against Roma, LGBTI persons, Jews, ethnic Hungarians, and migrants. The role of the N.C.C.D in sanctioning acts of discriminatory speech that do not constitute crimes is emphasised, and the prompt and efficient investigation of all hate-motivated acts is recommended, with identification of the discriminatory motive from the initial phase of the investigation.

Particular attention is given to the situation of the Roma, emphasizing the persistence of school segregation, inadequate housing conditions in certain communities, including their placement in polluted areas, as well as difficulties in accessing employment and medical services; antigypsyism is referenced as a persistent phenomenon in public speech. With respect to LGBTI persons, the absence of a dedicated national strategy is noted.

On the whole, the report underscores the coexistence of progress alongside persistent shortcomings, highlighting the necessity for the continued strengthening of institutional mechanisms and public policies to ensure the effective enforcement of equality of treatment in Romania.

Although the N.C.C.D budget increased during the analysed period, funding and personnel remain insufficient for the institution's responsibilities; the expansion of the territorial network was not realised, and the lack of resources and working conditions resulted in a trade union protest in January 2024.

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The ECRI report issues recommendations to the Romanian authorities aimed at consolidating the institutional and legislative framework, intensifying measures to prevent discrimination, strengthening the protection of vulnerable groups, and effectively combating hate speech.

**European Commission against Racism and Intolerance (ECRI), *ECRI Report on Romania (Sixth Monitoring Cycle)*, published in 2025, available at: <https://www.coe.int/en/web/european-commission-against-racism-and-intolerance/romania>**



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# REPORT ON HUMAN RIGHTS PRACTICES IN ROMANIA, PREPARED BY THE U.S. DEPARTMENT OF STATE



The report prepared by the United States Department of State, published in 2025, analyses the human rights situation in Romania in the year preceding publication, highlighting developments and vulnerabilities in areas such as freedom of speech, combating discrimination, protection of vulnerable groups, and law enforcement. In the field of labour relations, it is stated that legislation prohibits anti-union discrimination; however, the enforcement of these norms remains limited. The role of the N.C.C.D in sanctioning such acts is noted, along with the fact that the institution lacks the authority to order reinstatement or other

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remedial measures, requiring affected individuals to seek recourse through the courts, with sanctions not always proving effective.

Regarding antisemitism, the report identifies incidents such as the vandalism of Jewish places of worship and the display of antisemitic or fascist symbols or messages in public spaces, as well as the occurrence of offenses, violence, or threats motivated by antisemitism. It is also noted that the study of the Holocaust in schools is compulsory, accompanied by the approval of relevant textbooks and Romania's participation in international initiatives to combat antisemitism.

The report, as a whole, underscores the presence of discriminatory acts, hate speech, and abusive treatment, especially targeting the Roma and Jewish communities, alongside limitations in the effectiveness of sanctioning mechanisms against discrimination, including within labour relations, with reference to the competences and jurisdictional limitations of the N.C.C.D.

Concerning individuals belonging to the Roma minority, the report documents cases of abusive treatment and the use of discriminatory language, including during authorities' interventions, as well as significant vulnerabilities affecting Roma children, manifested through phenomena such as child labour and failure to attend. These elements highlight the persistence of discriminatory attitudes and negative stereotypes, which impact the effective exercise of fundamental rights.

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The report emphasises the necessity to strengthen institutional capacity and to ensure the consistent application of the existing legislative framework, in order to guarantee effective protection against discrimination and observance for fundamental rights.

**U.S. Department of State, *Country Reports on Human Rights Practices – Romania, published in 2025, available at:***

<https://www.state.gov/reports/2024-country-reports-on-human-rights-practices/romania/>



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CONSILIUL  
NAȚIONAL  
pentru **COMBATEREA  
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## Monitoring period: January–December 2025

159

monitored articles refer  
to the activity of the N.C.C.D.

26

monitored articles refer to the  
president of the institution

- ▶ **Monitored national publications:** Adevărul, Cotidianul, Evenimentul Zilei, Gazeta Sporturilor, Gândul, G4Media, HotNews, Jurnalul Național, Libertatea, Mediafax, Newsweek, Prosport, România Liberă, Ziare.com.
- ▶ **The N.C.C.D was most frequently mentioned in the publications:** G4Media, Ziare.com și Gândul, HotNews.

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## The most significant articles published in the mass-media in 2025 - referring to the institution's activity - were the following:

### Sibiu International Airport fined 30,000 lei after compelling a woman with a disability to pay an "elevator fee"

Sibiu International Airport fined. Sibiu International Airport was sanctioned by the National Council for Combating Discrimination (N.C.C.D) with a fine of 30,000 lei following a petition filed by a person with a disability who uses a wheelchair. The incident at Sibiu International Airport was reported after a person with a disability was compelled to pay 100 euros for using a special lift designated for passengers with reduced mobility, according to Turnul Sfatului.

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## Gigi Becali was reported to the National Audiovisual Council and the National Council for Combating Discrimination following a television appearance. FCSB Owner: “Gypsy television channel”

Gigi Becali was reported to the National Council for Combating Discrimination and the National Audiovisual Council after referring to a TV channel with an allegedly racist connotation. Mihai Stoica, the manager of FCSB, was also reported.

The FCSB owner faces a fine of up to 100,000 lei if found guilty of discrimination.

Csaba Asztalos, president of the N.C.C.D, stated, exclusively for GOLAZO.ro, that there are petitions filed against Mihai Stoica as well.

According to the cited source, Gigi Becali allegedly made a racist remark, referring to a television channel as a “Gypsy channel.”

On March 21, 2025, the owner of FCSB appeared live on Antena 3, where he engaged in a dialogue with the moderator Cătălina Porumbel.

### ■ Reasons for the petition against MM Stoica

The landowner from Pipera, referring to a competitor channel of Antena 3, twice used the phrase “Gypsy channel” between 13:15 and 13:20.

When the TV host attempted to speak over him, the owner of the red-and-white football club became upset and hung up the phone, stating that he was not allowed to express himself freely.

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MM Stoica has also been reported to N.C.C.D after allegedly attempting to justify the chants of the team he leads in a Facebook post.

### **The Department for Emergency Situations (DSU) has notified N.C.C.D regarding an OFFENSIVE statement by the head of Constanța Hospital: “Only a man can manage the heliport**

The Department for Emergency Situations (DSU) announced on Saturday that it will refer to N.C.C.D the statements made by the manager of the Constanța County Emergency Clinical Hospital concerning the main reasons for the dismissal of the head of the Emergency Department, considering them to have a “deeply discriminatory and offensive character.” The statements refer to “The necessity of appointing a man to manage the duties of this position, which recently also includes responsibility for the hospital’s heliport.”

### **The N.C.C.D initiated proceedings on its own motion following statements made by the Member of the Chamber of Deputies, Dan Tanasă, regarding workers from Asia**

The National Council for Combating Discrimination initiated ex officio proceedings following statements made by AUR Member of the Chamber of Deputies, Dan Tanasă, concerning unskilled workers from Asia and Africa.

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“We have decided to initiate proceedings on our own motion, confirmed Cristian Jura, representative of the National Council for Combating Discrimination.

Subsequently, the N.C.C.D decided to suspend the procedure due to the filing of a criminal petition related to the statement made by the AUR Member of the Chamber of Deputies.

“Criminal provisions suspend the N.C.C.D procedures (...) We have not closed the procedure; we have suspended it and are awaiting the results of the criminal investigation (...) We apply administrative fines,” explained Cristian Jura.

The procedure may be resumed depending on the prosecutors’ decisions.

■ **The text that caused controversy was published by the AUR Member of the Chamber of Deputies on Facebook**

“Refuse the order if it is not delivered by a Romanian. Stop encouraging the import of unskilled workers from Asia and Africa. Wake up!!!” wrote Dan Tanasă.

Police officer Marian Godină announced that he filed a criminal petition against the AUR Member of the Chamber of Deputies for incitement to violence, hatred, or discrimination.

“I hereby file the following: CRIMINAL COMPLAINT against the individual named TĂNASĂ DAN, member of the Romanian Parliament, from the AUR party, for the commission of the offense of incitement to violence, hatred, or discrimination, as provided and sanctioned by Art. 369 of the Criminal Code. Grounds of the complaint: On 19.08.2025, on his Facebook page, Mr. TANASA DAN posted the following text: “Refuse the order if it is not delivered by a Romanian. Stop encouraging the import of unskilled workers from Asia and Africa. Wake



up!!!” Through the above text, Mr. Tanasa clearly incites discrimination against workers from Asia and Africa,” states the complaint filed by Marian Godină.

## Latest updates in the “Godină vs. Tanasă” scandal: Decision of the N.C.C.D following the filing of the criminal complaint

Former police officer Marian Godină – now an influencer – filed a criminal complaint against the AUR Member of the Chamber of Deputies, Dan Tanasă, after the latter posted a message on his Facebook page urging Romanians to refuse services provided by persons without Romanian origins.

Initially, the members of the National Council for Combating Discrimination (N.C.C.D) acted on their own initiative; however, they subsequently reversed this decision, considering the criminal complaint filed by Marian Godină.

- *On 19.08.2025, on his Facebook page, Mr. TANASĂ DAN posted the following text: “Refuse the order if it is not delivered by a Romanian. Stop encouraging the import of unskilled workers from Asia and Africa. Wake up!!!” Through the above text, Mr. Tănasă clearly incites discrimination against workers from Asia and Africa,” Marian Godină wrote online.*
- *“I have filed a criminal complaint against the AUR Member of the Chamber of Deputies, Dan Tanasă, for committing the offense of «Incitement to violence, hatred, or discrimination» as provided by Art. 369 of the Criminal Code,” announced Marian Godină.*

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Exclusively for *Gândul*, Cristian Jura – member of the National Council for Combating Discrimination (N.C.C.D) – presented the events in chronological order.

“At the N.C.C.D, we organised an emergency consultation and decided to do more than merely issue an opinion. We decided to initiate proceedings on our own motion, considering that a journalist informed us of the existence of a message with wide public exposure,” declared Cristian Jura, exclusively for *Gândul*.

“The N.C.C.D will either dismiss the petition or decide to reinstate the case and settle it.”

Cristian Jura also stated, exclusively, that the N.C.C.D ex officio proceedings are currently suspended until the final resolution of the criminal case, considering that Marian Godină filed a criminal complaint against the AUR Member of the Chamber of Deputies, Dan Tănasă.

The N.C.C.D will either dismiss the petition or decide to reinstate the case and resolve it only after the matter has been definitively settled in court.

“Shortly thereafter, on the same day, following the monitoring of this case, we learned from the press that Mr. Marian Godină had filed a criminal complaint against Mr. Dan Tănasă.

Practically speaking, at this moment, the N.C.C.D has initiated proceedings on its own motion and a criminal complaint has been filed, both concerning the same subject matter.

In this situation, the analysis of the N.C.C.D’s ex officio proceedings is suspended until the criminal case is definitively resolved. Depending on the resolution rendered in the criminal case, the N.C.C.D will either dismiss the petition or decide to reinstate the case and settle it,” Cristian Jura also stated exclusively for *Gândul*.

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## ■ Dan Tanasă: “Bravo! Now you have achieved something in your life” / Godină’s reply

On Tuesday morning, Marian Godină also posted on his Facebook page that the AUR Member of the Chamber of Deputies, Dan Tanasă, had reacted after he filed a criminal complaint against him.

“In response to my post from yesterday, where I announced having filed a criminal complaint against Dan Tanasă, the individual appeared and commented to me, «Bravo! Now you have achieved something in your life»,” Godină writes.

## The Roma Foundation for Europe filed a petition with the N.C.C.D against Minister Radu Miruță

[The Roma Foundation for Europe](#) condemns the [racist remarks](#) made by Romania’s Minister of Economy, Radu Miruță, after he used offensive language towards the Roma community. According to representatives of the organisation, “the incident raises serious concerns regarding the observance of equality and human dignity by high-ranking government officials in a European Union Member State committed to upholding the Union’s fundamental values.”

## ■ Radu Miruță faces new allegations

*In a televised interview, when asked about the benefits he receives as a minister and about rent, Miruță stated that he will not “move like a gypsy with a tent.”*

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*The Organisation Roma for Democracy Romania reacted on Friday evening, noting that the statement is not merely a simple mistake but reinforces an old racist stereotype, associating the Roma community with instability, disorder, and lack of dignity.*

*“The racist language used by a high-ranking official is not a minor incident, stated Alin Banu, executive director of the Organisation Roma for Democracy Romania, a member of the Roma Foundation for Europe network.*

## Dozens of organizations have requested the N.C.C.D to monitor the anti-migrant protest in Bucharest. Tensions ahead of the demonstration scheduled for September 2

Dozens of civic associations and public figures have submitted an official request to the National Council for Combating Discrimination (N.C.C.D), requesting the appointment of a rapporteur to assist in and monitor the demonstration scheduled for Tuesday, September 2, 2025, in front of the Bucharest City Hall. The protest is organised by the Noua Dreaptă (New Right) Association and the S.O.S. Romania Party and aims to oppose the project “Strategy for the Inclusion of Migrants in Bucharest Municipality.”

The signatory organisations consider that the presence of the N.C.C.D would represent significant institutional support “against the dissemination of hate messages” and would contribute to preventing deviations that could portray migrants “as an enemy of Romanian society.”

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■ **Civil associations: “It is necessary to have a monitor to protect the dignity of the persons concerned”**

In the joint statement addressed to the CNC, the organizations warn of the risk of escalating messages inciting discrimination, given that migrants are “in a position of inequality” relative to the majority of the population. “In the context of organizing a protest demonstration against migrants scheduled for September 2, 2025, in front of the General City Hall of the Capital, we kindly request the appointment of a representative of the National Council for Combating Discrimination to participate as a monitor at this event,” the statement reads.

**Oana Zăvoranu received a petition at the N.C.C.D from the MozaiQ LGBT Association: She actually incites hatred**

Oana Zăvoranu made a very harsh comment directed at the participants of the Pride march in the Capital, and the MozaiQ LGBT Association filed a petition against her with the National Council for Combating Discrimination (N.C.C.D).

The MozaiQ LGBT Association submitted today, June 10, 2025, an official petition to the National Council for Combating Discrimination (N.C.C.D) against Mrs. Oana Zăvoranu, in her capacity as an influencer and public figure, for promoting an extremely homophobic and hate speech on social media.

On June 9, 2025, Oana Zăvoranu posted on her Instagram account (with over 500,000 followers) a video message containing violent and deeply degrading content directed at

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the LGBT community, using insults and expressions of extreme vulgarity, likely to violate human dignity and incite social hatred.

The language used – including expressions such as “the filth of all fag\*\*ts” or “with bananas in the b\*\*t” – does not constitute mere opinions, but rather discourse that incites discrimination and stigmatisation based on sexual orientation.

This serious verbal outburst is not an isolated incident: Oana Zăvoranu has a history of public homophobic statements, including a 2018 declaration in which she asserted that “homosexuality is a scientifically proven disease.”

By repeatedly engaging in this behaviour, Oana Zăvoranu actively contributes to fostering a climate of hostility, fear, and hatred towards LGBT persons,” states the message issued by MozaiQ.

#### ■ MozaiQ demands that the celebrity issue a public apology

MozaiQ requests that the N.C.C.D establish the breach of Ordinance 137/2000 concerning the prevention and sanctioning of all forms of discrimination, and impose the maximum penalty provided by law. Furthermore, we request that Mrs. Zăvoranu be obliged to issue a public apology to the LGBT community, both in the press and on her online platforms.

The public discourse of a widely visible individual has tangible effects on society: it legitimises symbolic and physical violence, propagates dangerous stereotypes, and fosters discrimination. Tolerating such manifestations constitutes a rejection of the fundamental values of dignity, equality, and mutual respect.

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## ■ Message conveyed by Oana Zăvoranu

In a video recorded during Monday’s storm in the capital city, Oana Zăvoranu stated that the rain represents the way God cleanses the “filth” left by the participants of the Pride march, which took place the day before Pentecost.

“Look how God washes away the filth from all the faggots, all the scruffy people who came and protested for the EU-MUE. A country like abroad, f\*\*n hell! God washes you where your dirty feet stepped and those foul-smelling bu\*ts,” said Zăvoranu, who subsequently had her message restricted.

The TV star returned with another message stating: “Let’s see if they let us keep this one! The clip that went viral on Facebook was restricted by these people with their “democracy,” because apparently, if I pray to God for the rain to wash away the filth, it’s considered “dangerous.” Let’s see the second part, “Bubbles for mucus” is safer, wrote the actress on social media.

## Nicușor Dan, following Simion’s statements: It is intolerable to insult hundreds of thousands of children and adults

The AUR candidate, George Simion, made a controversial statement regarding his opponent, Nicușor Dan. The assertion provoked strong reactions both from Nicușor Dan and from organisations defending the rights of persons with disabilities.

During a visit to Brussels, George Simion was asked by a journalist about his electoral program.

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## ■ Nicușor Dan's response

In his response, the AUR candidate referred to Nicușor Dan using the term “autistic” in a pejorative manner.

The statement was immediately criticised, and Nicușor Dan reacted firmly, condemning the assertion. Nicușor Dan emphasised that it is intolerable to insult hundreds of thousands of children and adults with autism spectrum disorders in Romania.

He added that a president must be the representative of all citizens and must understand, accept, and support them equally, regardless of their suffering. “It is intolerable to insult hundreds of thousands of children and adults with autism spectrum disorders in Romania.”

Families in ROMANIA with a child with special needs struggle for a normal life in a state that only humiliates them,” he stated.

“To want to be president and to use “autistic” as an insult is unacceptable. I firmly condemn this message devoid of humanity, unworthy not only of the electoral campaign but of any decent person with understanding towards their fellow human beings,” he continued.

## ■ N.C.C.D Reaction

The President of the National Council for Combating Discrimination (N.C.C.D), Csaba Ferenc Asztalos, criticised George Simion’s statement, considering it unworthy of a candidate for the highest office in the state.

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He highlighted the impact that such statements may have on the families of children with autism and on public perception of persons with disabilities.

“I wonder what the parents of those children, who are already labelled, stigmatised, and harassed in schools, will do? What will these families do, the friends of these citizens, or anyone who does not hold a public office like Nicușor Dan and is labelled or attacked in this manner?” Csaba Ferenc Asztalos asked rhetorically.

Csaba Ferenc Asztalos stated that, if the N.C.C.D receives formal petitions in this case, the institution will initiate the summons procedure and will analyse the situation in accordance with the legislation on discrimination.

### **The President of the N.C.C.D, regarding Simion’s reaction towards Dan, whom he called “autistic”: A behaviour unworthy of a candidate for the highest office in the state. What will the parents of those already stigmatised children do? Their families, their friends?”**

The President of the National Council for Combating Discrimination, Csaba Ferenc Asztalos, stated, in connection with George Simion’s reaction, who called Nicușor Dan “autistic”, in response to a journalist’s question, that “such behaviour” is “unworthy of a candidate to the highest office in the state.” “I wonder what the parents of those children, who are already labelled, stigmatised, and harassed in schools, will do? What will these families, friends of these citizens, or someone who does not hold a public office like Nicușor Dan do when labelled or attacked in this manner?”, stated the president of the N.C.C.D Asztalos also

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mentioned that if petitions are received in this case, the N.C.C.D will initiate the “summoning procedure” and resolve them.

“I consider such behaviour unworthy of a candidate for the highest office in the state, who aspires to be the president of Romania, especially since the president will take an oath on the Bible and the Constitution and will be obliged to protect human dignity, as well as citizens’ rights and freedoms. I wonder how he can fulfil this if he displays such behaviours,” Csaba Ferenc Asztalos stated on Thursday to News.ro.

The president of the N.C.C.D questions what those parents with children in this situation - who are already labelled, stigmatised, and harassed in schools - will do.

“I wonder what those parents will do, given that there are approximately 40,000 citizens facing such “provocations,” when their children are already labelled, stigmatised, and harassed in schools. What will these families do? What will the friends of these citizens do? What will a citizen, who does not hold a public office like Mr. Nicușor Dan, do when being labelled or attacked in this manner?” declared the president of the N.C.C.D to News.ro.

Asztalos also stated that, if petitions are received in this case, the N.C.C.D will initiate the “summoning procedure” and resolve them. “If we receive a petition, we will initiate the summoning procedure and resolve it,” specified the president of the N.C.C.D.

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## Cătălin Raiu, Vice President of the N.C.C.D, regarding the Romanian curriculum project: The mere presentation of antisemitic and racist terms to children aged 14, 15, and 16, without explaining their negative connotation, will lead to the consolidation of a xenophobic and even conspiratorial culture

It is possible that antisemitic, xenophobic, and racist stereotypes and prejudices will increase if the current Romanian school curriculum for Romanian Language and Literature includes texts containing explicitly antisemitic, xenophobic, and racist elements, warned the current leadership of the National Council for Combating Discrimination in an interview granted to Edupedu.ro. “I believe we can afford the luxury of de-ideologising the school curriculum or of relaxing this degree of dirigisme,” stated Cătălin Raiu, Vice President of the N.C.C.D, who assumed the duties of President following Csaba Asztalos’s appointment as judge of the Constitutional Court. Edupedu.ro contacted the N.C.C.D leadership after university professor Andrei Terian, coordinator of numerous national and European research projects on Romanian literature, warned that the new draft of the school curriculum for Romanian Language and Literature published by the Ministry of Education (a draft known as the “Fotache 2 curriculum” after its coordinator’s name) contains clear elements of racism. The analysis signed by Andrei Terian highlights that by studying Peregrinul transilvan within the framework of “us and the others,” ninth-grade students will have the opportunity to learn new words – or the “literary” validation of some old words – to designate the national minorities in Romania (“jidani” for Jews, “țigani” for Roma, “cațaoni” for Greeks, “sârbotei”

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for Serbs); that the soul of the “jidani” is gold and that they control the whole Europe from the shadows; that Turks, Arabs, and also Bulgarians (?) are “barbarians”; that the Roma are structurally inferior; that some peoples (the Poles) “do not deserve” to advance; that in Romania everything was – is still? – “in the hands of foreigners”, who “drain” everything from us.” The Vice President of the N.C.C.D, Cătălin Raiu, declared to [Edupedu.ro](http://Edupedu.ro) that “their mere presentation before children aged 14, 15, or 16, without explaining that these expressions have a negative, pejorative meaning, will, unfortunately, lead to the consolidation of a xenophobic, even conspiratorial culture, because, as you can see, antisemitism is strongly associated today with conspiracy theories. Therefore, from this perspective, in response to a very direct question: yes, these terms carry a negative connotation and it is advisable to avoid them.” “Any form of discourse, including literary discourse, and any work containing antisemitic, racist, xenophobic, or similar elements must, when taught in school, be presented within a critical context. This aspect is very important because it demonstrates the balanced approach: that is, we neither avoid, as part of cancel culture, a significant portion of Romanian culture, nor do we avoid discussing it in school, nor pretend it does not exist; however, the pre-university educational system should not aim to indoctrinate students. Therefore, the middle ground is that this type of works, which the press has reported as having a potentially discriminatory or racist character, if studied, should be placed in a very critical context,” stated Cătălin Raiu for [Edupedu.ro](http://Edupedu.ro).

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## Member of the Chamber of Deputies, Nicolae Păun, accused of a “homophobic outburst.” He is the president of the Human Rights Commission and has been reported to the N.C.C.D

Nicolae Păun, a deputy representing the Roma minority, was reported to the National Council for Combating Discrimination (N.C.C.D) after stating, in a social media post, that non-governmental organisations are “poisoning young Roma,” whom they “encourage towards sin, towards Satan.”

The petition against the Member of the Chamber of Deputies, Nicolae Păun was submitted to the N.C.C.D by the MozaiQ association, an organisation that advocates for the rights of sexual minorities – lesbians, gays, bisexuals, transgender, and intersex persons. The representatives of the association express their “profound concern and indignation” after Nicolae Păun, president of the Committee for Human Rights, Cults, and National Minorities Issues in the Chamber of Deputies, posted on social media that non-governmental organisations “poison young Roma” whom they “encourage towards sin, towards Satan,” Păun asserting that no one can “compel him to sit at the table” with sexual minorities.

*„I, as the President of the Committee for Human Rights, Cults and National Minorities Issues, respect sexual minorities, but no one can compel me to sit at the table with them. There is a theory under which I operate: «If you do not like Jesus and do not accept Him, I cannot love you either nor accept you to sit at the table with me»,”* wrote the parliamentarian Nicolae Păun.

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## USR District 1 files with the N.C.C.D a petition against Mayor George Tuță. The remarks made by the mayor

Through a press release issued on Thursday, USR District 1 announced that it filed a petition with the National Council for Combating Discrimination against Mayor George Tuță, accusing him of humiliating and showing a lack of empathy towards a homeless person.

On July 1, Tuță published a video on social media in which he asked questions considered insulting to a homeless person: “Why do you beg on the street?”, “Well, what about work?”, “Where is your domicile?”, “Go to work; it’s healthier”.

The political organisation accused the mayor of District 1 of exploiting a humanitarian situation for promotional purposes.

Clotilde Armand, former mayor of District 1 and vice president of USR, stated: “It is truly disappointing that, at a time when the local administration should be at the forefront of protecting those in need, the mayor chose to publicly humiliate a homeless individual. The lack of empathy and contempt for vulnerable citizens cannot be overlooked.”



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CONSILIUL  
NAȚIONAL  
pentru **COMBATEREA  
DISCRIMINĂRII**

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## Budget execution in the year 2025

thousands of lei

	Budget code	Allocated	Used
<b>STATE BUDGET</b>	<b>51.01</b>		
Personnel expenses	10	9,500	9,361
Goods and services	20	1,500	1,430
Transfers	55	11	10
Projects financed from non-reimbursable external funds	58	0	0
Other expenses	59	129	115
Capital expenditures	71	0	0
Payments for previous years	85		-101
<b>Total</b>		<b>11,140</b>	<b>10,815</b>
<b>NON-REIMBURSABLE EXTERNAL FUND</b>	<b>51.08</b>		
Projects financed from external funds	56	0	0
Projects financed from external funds	58	2	2
<b>Total</b>		<b>2</b>	<b>2</b>
<b>Total N.C.C.D budget</b>		<b>11,142</b>	<b>10,817</b>

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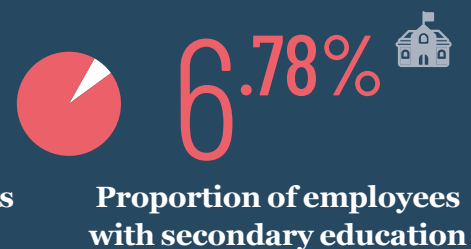
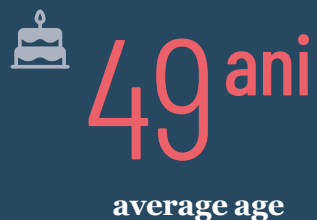
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## Composition of the Steering Board

1. Csaba Ferenc Asztalos  
PRESIDENT (UNTIL 12.07.2025)
2. Adrian-Nicolae Diaconu  
VICE PRESIDENT (UNTIL 28.10.2025),  
INTERIM PRESIDENT (29.10–30.12.2025)
3. Cătălin Raiu  
INTERIM VICE PRESIDENT  
(FROM 29.10.2025)
4. Radu Babuș  
MEMBER
5. Claudia-Cerasela Bănică  
MEMBER
6. Maria Moța  
MEMBER
7. Radu Săvulescu  
MEMBER
8. Horia Grama  
MEMBER (UNTIL 30.12.2025)
9. Cristian Jura  
MEMBER (UNTIL 30.12.2025)
10. Cătălina Olteanu  
MEMBER (UNTIL 30.12.2025)
11. Claudia-Sorina Stanciu  
MEMBER (UNTIL 30.12.2025)

### FOREWORD

I. ANALYSIS OF PETITIONS REGISTERED WITH THE N.C.C.D IN 2025

II. ANALYSIS OF N.C.C.D FILES IN 2025

III. ANALYSIS OF CASE PROCESSING BASED ON THE DECISIONS ISSUED BY THE N.C.C.D'S STEERING BOARD

IV. EXAMPLES BASED ON THE CASE-LAW OF FINDINGS MADE BY THE N.C.C.D'S STEERING BOARD

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# 2025 Activity report



CONSILIUL  
NAȚIONAL  
pentru **COMBATEREA  
DISCRIMINĂRII**

# 2025

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