

LANZAROTE COMMITTEE

Committee of the Parties to the Council of Europe Convention
on the protection of children against sexual exploitation and
sexual abuse

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Replies to the thematic questionnaire

**“Screening of professionals, volunteers and other persons
in contact with children”**

GREECE

Replies received by the Secretariat on 14 October 2026

Main relevant provisions of the Lanzarote Convention and previous recommendations

Article 5 paragraph 3 of the Lanzarote Convention requires Parties to take the necessary legislative or other measures, in conformity with their internal law, to ensure that the conditions to accede to those professions whose exercise implies regular contacts with children ensure that the candidates to these professions have not been convicted of acts of sexual exploitation or sexual abuse of children. The Explanatory Report to the Lanzarote Convention indicates that this obligation can be also applied to voluntary activities (see paragraph 57).

In the 2nd implementation report of the 1st monitoring round (2018), the Lanzarote Committee urged those Parties that limited mandatory screening to certain professionals to extend it to the recruitment of all professionals (public or private) in regular contact with children (R19) and invited Parties to encourage continuous screening of all professionals (R20) and volunteers (R21) in regular contact with children.

Article 27 paragraph 3.b of the Lanzarote Convention requires Parties to take the necessary legislative or other measures to deny the perpetrator, temporarily or permanently, the exercise of professional or voluntary activity involving contact with children in the course of which the offence was committed.

Article 37 paragraph 3 of the Lanzarote Convention requires Parties to take the necessary legislative or other measures to ensure that the information referred to in paragraph 1 (i.e. data related to the identity and to the genetic profile (DNA) of persons convicted of the offences established in accordance with the Convention) can be transmitted to the competent authority of another Party, in conformity with the conditions established in its internal law and the relevant international instruments.

Whenever the term “screening” is used in this questionnaire, this should be understood as “verification of criminal convictions for sexual offences against children”.

In all your answers, please provide details to the extent possible and refer to specific laws, policies, programmes, measures, etc.

Please describe the legislation, policy and practice which are in force on 27 March 2026 or are in the process of adoption (in this case, please specify the planned date of entry into force).

Please indicate:

- a. State Party in respect of which the questionnaire is submitted

GREECE

- b. Entities and bodies which have been involved in responding to this questionnaire

This contribution is submitted within the institutional remit of the following Ministries:

- (i) Ministry of Interior
- (ii) Ministry of Migration and Asylum
- (iii) Ministry of Justice
- (iv) Ministry of Education, Religious Affairs and Sports
- (v) Ministry of Health
- (vi) Ministry of Citizen Protection
- (vii) Ministry of Social Cohesion and Family Affairs

Persons concerned by screening requirements

1. Is the absence of criminal convictions for sexual offences against children required as a pre-condition in order to accede to professions, employment or volunteer positions whose exercise implies regular contacts with children? Please specify whether such restrictions apply to professions, employment or volunteer positions in the following sectors or areas of activities (additional details to be inserted below the table):

	Criminal conviction check for employment in public sector?	Criminal conviction check for voluntary activity?	Criminal conviction check for employment in private sector?	Criminal conviction check for self-employed professionals?	Please specify the professionals to whom this requirement applies
Education - Pre-school	✓	✓	✓	✓	Teachers, special education staff, psychologists, social workers, school nurses, external collaborators, and staff of private educational institutions.
Education - Primary	✓	✓	✓	✓	
Education - Secondary	✓	✓	✓	✓	

Education - Tertiary	✓	Not applicable	Not applicable/no specific provision identified (tertiary education in Greece is predominantly provided by public institutions)	Not applicable	Members of Teaching and Research Staff (DEP), Special Educational Staff (EEP), Laboratory Teaching Staff (EDIP), Special Technical Laboratory Staff (ETEP), and administrative personnel of Higher Education Institutions
Education - Extracurricular (e.g. language schools)					
Childcare (e.g. kindergartens, crèches, childminders)	✓	✓	✓	✓	Regarding the provisions of Article 66 of Law 4921/2022 (A'75), the scope of application of Article 3 of Law 4837/2021 (A'178) is expanded to include, as child protection agencies, the daycare centers and nurseries, operated by municipalities and their legal entities.

Institutional or residential care (e.g. foster homes, orphanages, closed residential facilities)	✓	✓	✓	✓	All staff employed in Child Protection Agencies, foster parents
Detention					
Migration facilities (e.g. reception centres) ¹	✓	Applies for NGO volunteers; otherwise category-specific ²	Applies, with category-specific implementation ³	⁴ Applies, with category-specific implementation	RIS: Substantive prohibition applies; no uniform RIS-specific procedure To anyone providing services to (unaccompanied) children if this is done under the order or supervision of the Ministry of Migration and Asylum (article 55 of law 5307/2026; see also article 39 para 4 for providing services to all children - accompanied or unaccompanied)
Sport	✓	✓	✓	✓	Coaches, trainers
Culture and leisure activities					

¹ Professionals concerned within RIS facilities include, according to their duties and legal status, RIS public personnel, contracted personnel, interpreters and cultural mediators, healthcare and psychosocial professionals, legal or educational service providers, security and support personnel, NGO employees and paid collaborators, volunteers, and other authorised professionals whose work entails contact with children. The applicable screening route is determined by the person's legal and employment status.

² Persons volunteering on behalf of an NGO active in international protection, migration or social inclusion must be entered in the NGO Members Registry. Registration requires, inter alia, a recent criminal-record certificate and a solemn declaration. Other volunteers or visitors are subject to prior RIS authorisation and controlled access; RIS legislation does not establish one single criminal-record procedure for every occasional or non-NGO volunteer.

³ The substantive prohibition under Law 3727/2008 applies to private-sector professions entailing contact with children. A specific documentary screening procedure applies to employees and paid collaborators of registered NGOs. For personnel of other contractors or service providers, implementation depends on the applicable sectoral rules, procurement documents, contractual terms and the nature of the duties.

⁴ Where a self-employed profession entails contact with children, the prohibition of Law 3727/2008 applies. RIS operating rules require prior authorisation, identification and access control, but do not provide a single uniform criminal-record procedure for every category of self-employed professional.

Entertainment sector					
Faith and religion					
Healthcare (including psychological and psychiatric services)	Strict screening requirements apply to all healthcare and mental health professionals employed in public hospitals, primary healthcare services, mental health units, child and adolescent mental health services, community mental health services and other healthcare facilities supervised by the Ministry of Health that provide services to children and adolescents. Furthermore, Law 5129/2024 on the completion of the Psychiatric Reform which established the National Network of Mental Health Services (EDYPSY) and strengthened the institutional framework governing the operation, quality assurance and rigorous supervision of mental health services. Within this framework, paramount emphasis is placed on safeguarding the rights and protection of children and adolescents receiving mental healthcare through strict staffing requirements, professional accountability, clinical governance and full compliance with national child protection legislation. Beyond statutory recruitment checks, healthcare professionals are also bound by their respective codes of professional ethics and disciplinary regulations. Where provided by law, any relevant criminal conviction or pending prosecution constitutes immediate grounds for exclusion from appointment or for disciplinary measures affecting the exercise of professional duties. The Ministry of Health closely cooperates with the competent judicial and administrative authorities to ensure that all legal requirements relating to criminal background checks are systematically fulfilled during recruitment procedures, thereby guaranteeing a safe environment and the robust protection of children receiving healthcare, psychological and psychiatric services.				
Social protection services	✓	✓	✓	✓	
Law enforcement	✓	Not applicable	Not applicable	Not applicable	Not applicable
Judicial	✓	✓	✓	✓	Judges, prosecutors, judicial officers, lawyers
Civil society organisations					
Victim services (including Barnahus, domestic violence services)	✓	✓	✓	✓	Psychologists, Social Workers, Juvenile Probationers of the Juvenile Probation Services, lawyers
Any other sectors (please specify)					

Here you can insert additional details or specify any exceptions.

A general overview of the national legislative framework is cited below:

Applicable for the appointment of permanent civil servants in the Public Sector, are the provisions of Articles 8 and 9 of the Civil Service Code (CSC, Law 3528/2007), as amended by Law 5225/2025. The said provisions include as impediments to appointment a person's criminal convictions or dismissal from another position held in a Public Service Organization on disciplinary grounds. In particular, the provisions of Article 8 of the CSC include impediments to appointment due to criminal convictions or referrals to trial for specific criminal offences such as:

- Any crime against sexual freedom,
- Any crime of financial exploitation of sexual life,
- Any crime of domestic violence,
- as well as other serious criminal offences (explicitly mentioned in case a' of paragraph 1 of Article 8 of the CSC, as amended by Law 5225/2025).

The above provisions of the CSC also apply, by law reference, for the recruitment of employees under private law employment contracts in the Public Sector (Article 7, par. 1 of Presidential Decree 410/1988), who fill positions listed in the Public Service's HR Organizational Chart - herein "organic positions", as well as for employees under private law fixed-term employment contracts who are recruited to cover either unforeseen and urgent needs (CHAPTER C' of Presidential Decree 410/1988) or temporary needs (CHAPTER D' of Presidential Decree 410/1988) and do not fill organic positions (Article 66, par. 1 of Presidential Decree 410/1988, Article 39, par. 1 of Law 4765/2021).

The aforementioned impediment to appointment is general and applies for all positions in the Public Sector, regardless of the appointing organization or the degree of contact with children each position entails.

The verification of the absence of impediments to appointment is carried out ex officio by the competent Personnel Services, through the acquisition of a copy of the person's criminal record issued for judicial use. The copy of the criminal record includes all convictions imposed in Greece, as well as convictions abroad in accordance with the provisions of Article 569 of the Code of Criminal Procedure. Courts, prosecutorial authorities, and correctional institutions are obliged to immediately to inform the Public Service of an employee involved in a criminal case about any developments of the case (Article 114 of the CSC).

As regards the above information, please find as an ANNEX the pertinent provisions at the end of the questionnaire.

It is additionally noted that there are specific regulations in place or specific disciplinary offences provided, for positions involving contact with children. Namely, in:

(a) Educational System - Primary and secondary education, higher education

i. Primary and secondary education:

Greek legislation requires the absence of criminal convictions for sexual offences against children for access to any professional or voluntary position involving regular contact with minors in the education sector.

Legal basis:

- Law 4823/2021 (teacher recruitment and placement)
- Law 4547/2018 (staffing of school units)
- Law 682/1977 and Ministerial Decision 135800/2023 (private schools, tutoring centres)

Applies to teachers, special education staff, psychologists, social workers, school nurses, external collaborators, and staff of private educational institutions.

For private school teachers, the appointment procedure requires:

1. A solemn declaration by the candidate stating that:
 - no criminal prosecution has been brought against them, and they have not been convicted for any offence against sexual freedom or for any offence related to the economic exploitation of sexual life;
 - they do not fall under the impediments of Article 84 of Law 3528/2007.
2. A mandatory ex officio criminal record check conducted by the competent Regional Directorates of Education through the national electronic portal www.ncris.gov.gr
3. Legal basis:
4. Circular 78844/N1/24-11-2020 (ΑΔΑ: 6ΑΔΦ46ΜΙΛΗ-ΗΓΧ)
5. Law 4713/2020
6. Law 3528/2007, Article 84
7. NCRIS electronic system
8. For teachers in Tutoring Centres, Foreign Language Centres and home teaching, the Regional Directorates ex officio request the criminal record extract before issuing the notification of commencement of the teaching profession.
9. Legal basis:
10. Ministerial Decision 78844/N1/01-07-2021 (FEK 3369/B/28-7-2021)
11. Law 3919/2011, Article 3
12. Law 4093/2012, subparagraphs Θ.13 and Θ.14

ii. Higher education:

Under Article 8 of Law 3528/2007 (Civil Servants' Code), no person may be appointed as a civil servant – a category that includes teaching, research, and administrative staff of public Higher Education Institutions – if they have been convicted of any crime against sexual freedom or economic exploitation of sexual life, among other listed offences. This constitutes a general pre-condition applicable prior to appointment.

In addition, the disciplinary regime specific to members of Teaching and Research Staff (ΔΕΠ), Special Educational Staff (ΕΕΠ), Laboratory Teaching Staff (ΕΔΙΠ), and Special Technical Laboratory Staff (ΕΤΕΠ) of Higher Education Institutions is governed by Articles 176-194 of Law 4957/2022 ("New Horizons in Higher Education Institutions: Enhancing the quality, functionality and connection of HEIs with society and other provisions"), which provides for disciplinary sanctions in cases including offences of this nature arising during service».

(b) Sports system:

Sport Clubs/Federations Board Members are considered volunteers

(c) Judicial System:

i. Public Sector

Employees who primarily come into contact with children, namely psychologists and social workers working in Children's Houses, as well as Juvenile Probationers of the Juvenile Probation Services, are subject to the Civil Servants Code (Law 3528/2007). Article 8 of Law 3528/2007 provides that a conviction for a felony or any penalty for specific offenses, including crimes against sexual freedom and the economic exploitation of sexual life (Articles 336 - 353 of the Criminal Code), as well as any crime of domestic violence, constitutes an impediment to appointment.

Conviction for any crime against sexual freedom or a crime of economic exploitation of sexual life also constitutes an impediment to appointment to the position of judge or prosecutor (article 44 of Law 4938/2022), as well as to the position of judicial officer (article 7 of Law 4798/2021).

ii. Self - employed professionals

Article 6 of the Lawyers' Code (Law 4194/2013) provides as an impediment to appointment as a lawyer the irrevocable conviction of any felony, therefore also a felony concerning sexual offences against children.

(d) Child protection agencies:

Regarding the provisions of Article 66 of Law 4921/2022 (A'75), the scope of application of Article 3 of Law 4837/2021 (A'178) is expanded to include, as child protection agencies, the daycare centers and nurseries, operated by municipalities and their legal entities.

In accordance with the provisions of paragraphs 1 and 2 of Article 7 of Law 4837/2021, as currently in force, "1. It is prohibited to hire or initiate employment at Child Protection Agencies, whether governed by public or private law, any person who has been irrevocably convicted of: (a) crimes provided for in Chapter 19 of the Special Part of the Penal Code and family-related crimes under Articles 360 and 360A of the Penal Code (Law 4619/2019, A' 95), (b) offenses under Law No. 3500/2006 (A' 232) on combating domestic violence, (c) human trafficking pursuant to Article 323A of the Penal Code and Law No. 4251/2014 (A' 80), (d) drug trafficking pursuant to Law 4139/2013 (A' 74); (e) the crimes set forth in Articles 187, 187A, 187B, 299, 306, 308 through 312, and 324 of the Penal Code. More specific provisions already in force shall remain in effect. The prohibition set forth in the first sentence also applies to cases where, at the time of hiring or commencement of employment, criminal proceedings are pending or a final and binding conviction is in effect, provided that such conviction has not become irrevocable.

The prohibition in paragraph 1 applies to:

(a) personnel employed by Child Protection Agencies under project contracts, contracts for the provision of independent services, employment contracts, as well as contracts for temporary staff or personnel contracted through a contractor, and

(b) persons who provide services on a voluntary basis."

With regard to permanent staff employed at daycare centers and nurseries operated by municipalities and their local public entities, the general provisions regarding impediments to appointment applicable to the entire public sector apply, and in particular the provisions of Article 16 of the Code Governing Municipal and Community Employees (Law 3584/2007), as recently amended by Article 49 of Law 5225/2025 (A' 152).

Furthermore, regarding childcare settings:

- (a) Law 4837/2021 establishes a series of measures aimed at preventing and addressing the phenomenon of child abuse. In particular, according to art. 5 there is provision for the appointment of a Minor Protection Officer (Responsible for the protection of the child) in each unit of each Child Protection Agency. Before assuming her/his duties, the Minor Protection Officer shall submit a copy of the criminal record, as well as the solemn declaration of article 7 (there is already relevant reference for the content of the article). In the cases of public law Child Protection Bodies, this copy is requested ex officio.
- (b) According to the Joint Decision setting the Conditions for the establishment and the operation of Child Protection and Care units (CPCU) by private non-profit legal entities" (GG B' 2302/2022 as amended and in force), there are provisions both for the legal representative of the CPA and the staff employed for the CPCUs. In particular in order to get the license for the operation of the CPCU, the person concerned has to submit a copy of the criminal record, in whose name the establishment and operation license will be issued, and of the members of the Board of Directors of the legal entity, stating that he/she has not been irrevocably convicted for the crimes referred to in paragraph 1 of article 7 of Law 4837/2021 (GG A 178). Furthermore, according to article 13 - staff cannot have been irrevocably convicted for the crimes referred to in paragraph 1 of article 7 of Law 4837/2021 while they are obliged to submit a copy of criminal record and a statement, in accordance with the provisions of Law 4837/2021, which are updated every year. The same provisions apply to the volunteers too.
- (c) According to the Joint Decision setting the provisions for the semi- independent living of minors (who live in CPCUs) aged 15 years old and over in apartments (GG B 4763/2024), art. 6 Employed staff, Article 7 of Law 4837/2021 applies to employees in semi-autonomous living apartments. A prerequisite for their employment is the submission of a copy of the criminal record and a statement stating that at the time of submission there is no criminal prosecution pending against them and that there is no final or conclusive conviction in force for offenses referred to in paragraph 1 of article 7 of Law 4837/2021 which has not become irrevocable. The documents are accessible by persons who are obliged to maintain confidentiality and are kept for as long as the employment in the semi-autonomous living apartments lasts or are destroyed within six months of the rejection of the application or the termination of employment.

2. In requiring the verification of criminal convictions for sexual offences against children in order to accede to the positions listed in question 1, does your State:

- a. **define the level or threshold of contact with children (one-off, regular, etc.) which necessitates such a verification**
- b. **distinguish between direct, indirect or online contact with children?**

If yes, please provide details.

(a) Educational System - Primary and secondary education, higher education

Greek legislation does not explicitly define thresholds. In practice, any systematic or repeated contact with minors requires screening.

Screening applies to direct, indirect and online contact.

Legal basis:

- Law 4823/2021
- Law 1566/1985
- Ministerial Decisions on digital education.

(b) Hellenic Police:

No. The Hellenic Police, in its requirement regarding the absence of convictions for sexual exploitation offenses against minors, does not make distinctions based on the frequency of the offense or the method of communication with the children.

(c) Judicial System

a. No, b. No

(d) Migration:

1. Reception and Identification Service:

No separate RIS rule defines a quantified threshold of contact or distinguishes between one-off, regular, direct, indirect or online contact for the purpose of criminal-record screening. Law 3727/2008 uses the functional criterion of a profession “entailing contact with children”. The RIS access-control framework applies to professionals, volunteers and visitors independently of a numerical contact threshold, while the applicable criminal-record verification depends on the person’s legal status and the relevant recruitment, registry or contractual framework.

2. Unaccompanied Minors:

Pursuant to Articles 54 and 55 of Law 5307/2026 (Government Gazette A’ 90), criminal record verification is required for all personnel employed by entities providing protection services to unaccompanied minors, irrespective of the level or frequency of contact with children. The legislation does not distinguish between one-off, regular, direct, indirect or online contact; rather, the requirement applies to all staff members as a precondition for employment, reflecting a comprehensive safeguarding approach aimed at ensuring the protection of children. This requirement applies to volunteers too.

(e) Childcare settings:

Pursuant to article 7 of Law 4837/2021 (Government Gazette A’ 178), criminal record verification is required for all personnel employed by entities providing protection services to children, irrespective of the level or frequency of contact with children. The legislation does not distinguish between one-off, regular, direct, indirect or online contact; rather, the requirement applies to all staff members as a precondition for employment, reflecting a comprehensive safeguarding approach aimed at ensuring the protection of children. This requirement applies to volunteers too. Any person employed or volunteering in a Child Protection Agency is required to re-submit a copy of their criminal record (for judicial or general use) along with a relevant solemn declaration within the last two months of each year.

3. Is the absence of criminal convictions for sexual offences against children required to become:

- a. an adoptive parent
- b. a foster parent
- c. a child's legal guardian (including for unaccompanied children)?

(i) For cases a. and b., regarding adoptive parents and foster parents:

Law 4538/2018 (GG A 85) as amended and applies, foresees the following:

Article 8 - Foster parents - Conditions/Requirements

The foster parents and the persons cohabiting with them have not been convicted by a final judgment, nor are they subject to pending criminal prosecution, for offenses entailing forfeiture of parental responsibility pursuant to Article 1537 of the Civil Code (Presidential Decree 456/1984, A' 164), for human trafficking pursuant to Article 323A, paragraph 4 of the Penal Code, for offenses under Chapter 19 of the Penal Code (Law 4619/2019, A' 95) committed against minors, for robbery, or for offenses provided for by legislation concerning narcotics or organ trafficking.

Article 9 - Required documents and procedure for registration in the Special Registries of Prospective Foster Parents and the National Registry of Prospective Foster Parents

(a) A copy of the criminal record for judicial use of the applicants themselves and of the adult members cohabiting with them, proving that they have not been irrevocably convicted of offenses that entail, pursuant to Article 1537 of the Civil Code, forfeiture of parental care, or for crimes against sexual freedom and crimes of financial exploitation of sexual life, abduction of minors, human trafficking, domestic violence pursuant to Law 3500/2006 (A' 232), as well as for those provided for by the legislation on narcotics or trafficking in human organs;

(b) Certificate stating that no criminal prosecution has been initiated for the offenses provided for in the above case, as well as a certificate issued by the prosecutor's office of their place of permanent residence, stating that they are not fugitives from justice or fugitives from sentence for the same offenses.

These two certificates shall be ex-officio requested on an annual basis by the competent supervisory body for as long as the applicant or foster parent is registered in the registries : National Registry of Prospective Foster Parents, Special Registries of Prospective Foster Parents, National Registry of Approved Foster Parents, Special Registry of Approved Foster Parents.

(ii) Regarding the legal guardian of unaccompanied children (c):

Pursuant to Article 39 of Law 5307/2026, the appointment of a guardian for an unaccompanied child is subject to specific statutory eligibility and suitability requirements designed to ensure the effective protection of the child's rights and best interests. Among these requirements is the verification that the candidate does not have criminal convictions or other legal impediments that are incompatible with the exercise of guardianship responsibilities, including convictions for offences against the sexual freedom and sexual exploitation of children.

Furthermore, Articles 54 and 55 of Law 5307/2026 establish a broader safeguarding framework by requiring criminal record verification for persons entrusted with responsibilities within entities providing protection services to unaccompanied children. These provisions reinforce the obligation of the competent authorities to ensure that individuals appointed to positions involving the care, protection and representation of unaccompanied children satisfy the statutory integrity and suitability requirements before assuming their duties.

Please provide details.

4. Is the absence of criminal convictions for sexual offences against children required for the household members of:
 - a. persons carrying out professional activity in their home who are in contact with children
 - b. persons carrying out volunteering activity in their home who are in contact with children
 - c. persons wishing to become an adoptive parent, a foster parent, or a child's legal guardian?

Please provide details.

With regard to legal guardians of unaccompanied children, law 5307/2026 does not require the verification of the absence of criminal convictions for sexual offences against children in respect of household members. The criminal record verification requirements established by Article 55 of Law 5307/2026 apply to the professionals and staff employed by entities providing protection services to unaccompanied children, and do not extend to members of their households.

Under Greek legislation, the legal framework governing foster care and adoption (Law 4538/2018, as amended) explicitly stipulates that the requirement of having no definitive criminal convictions or pending criminal prosecutions for specific offenses extends to all individuals residing in the same household as the prospective foster or adoptive parents.

5. Does the requirement to verify the absence of criminal convictions for sexual offences against children also apply to:
 - a. children applying for professional or volunteer positions
 - b. adults in respect of criminal convictions received before the age of 18?

(a) Educational system (primary and secondary education)

Minors are not employed in positions of responsibility for children in the Greek education system; screening is not applicable.

Convictions committed before age 18 remain visible unless expunged.

Legal basis:

- Presidential Decree 120/2013
- Criminal Code Articles 127-128

(b) Hellenic Police regarding question b: In principle, yes. However, Judgment 543/2011 of the Supreme Civil and Criminal Court of Greece (Areios Pagos) established that a decision imposing reformatory measures on a minor does not constitute a criminal conviction. Consequently, if a Juvenile Court decision finds that a minor committed an act which—had it been committed by an adult—would constitute the offense of sexual exploitation of minors, yet the court imposes only reformatory measures on the minor, then there are no grounds to prevent the completion of that candidate's hiring process.

The competent authority of the Hellenic Police has drafted a proposal to consider adopting a regulation that would prohibit hiring in similar cases in the future.

6. If a person legally changes their name, how does your State ensure that their criminal record remains linked to their new name?

Please provide details.

For every change in the name or any other identifying element of a citizen, the Citizens' Registry is updated, which interoperates with the Criminal Registry database.

7. Is access to public funds for projects implying contact with children conditional on the absence of criminal convictions for sexual offences against children for persons employed in or volunteering for such projects?

Please provide details.

(a) Educational system (primary and secondary education):

Implementing bodies of Ministry-funded educational projects must ensure staff have no criminal convictions for sexual offences.

Legal basis:

- Law 4415/2016
- Ministry funding calls requiring declarations of no criminal convictions.

(b) Migration:

For NGO-led actions in the fields of international protection, migration and social inclusion, there is a direct institutional link between eligibility to implement funded actions and compliance with the Ministry's NGO registration framework. Registered NGOs must register the natural persons who act on their behalf as members, employees, paid collaborators or volunteers. Entry in the NGO Members Registry requires a recent criminal-record certificate and a solemn declaration concerning criminal convictions.

This should not, however, be presented as a single horizontal RIS rule applying identically to every publicly funded project, every procurement contract and every category of worker. For non-NGO contracting models, the relevant requirements derive from the applicable procurement and contractual documents, sector-specific legislation and the duties assigned to the personnel concerned.

Concerning the Ministry of Migration and Asylum, yes. In order to be funded by the Ministry and provide services to asylum seekers or refugees, a clear criminal record is necessary and no charges relevant to serious crimes should be pending.

(c) Childcare settings:

Child protection initiatives and programs must strictly adhere to the current regulatory framework. Consequently, mandatory background checks and screening procedures apply to all professionals, volunteers, and any other individuals in direct contact with children.

Information included in screening

8. Does the criminal record check include criminal convictions for:

- a. sexual abuse of a child (Article 18 of the Lanzarote Convention)
- b. sexual exploitation of a child (“child prostitution” Article 19 of the Lanzarote Convention)
- c. acts involving child sexual abuse material (“child pornography” Article 20 of the Lanzarote Convention)
- d. offences related to the participation of children in pornographic performances (Article 21 of the Lanzarote Convention)
- e. corruption of a child (causing a child to witness sexual activities) (Article 22 of the Lanzarote Convention)
- f. solicitation of a child for sexual purposes (“grooming”), including online (Article 23 of the Lanzarote Convention)
- g. aiding and abetting or attempting the above offences (Article 24 of the Lanzarote Convention)
- h. any other convictions (please specify)?

Please provide details.

(a) Educational system (primary and secondary education):

Screening includes all offences listed in Articles 18-24 of the Lanzarote Convention, reflected in **Greek law**:

- Sexual abuse (337, 339, 342)
- Sexual exploitation / child prostitution (351)
- Child sexual abuse material (348A)
- Pornographic performances (348B)
- Corruption of minors (337)
- Online grooming (348C)
- Attempt / aiding (42-47)

For private school teachers, the solemn declaration explicitly covers:

- any offence against sexual freedom, and
- any offence related to the economic exploitation of sexual life.

The competent Directorates of Greece also conduct an **ex officio criminal record check** via NCRIS.

Legal basis:

- Circular **78844/N1/24-11-2020**
- Law **4713/2020**

Furthermore, Hellenic Police regarding other convictions (h) : Private candidates for recruitment to the Hellenic Police must not have been finally convicted of committing, attempting or any form of participation in a felony or crimes of insubordination, desertion, insults to the democratic system, insults to the international status of the country, insults against state authority, against state and political institutions, counterfeiting of currency and other means of payment, forgery, false testimony, false accusation, breach of duty, homicide other than that resulting from negligence, against sexual freedom and economic exploitation of sexual life, slander, theft, embezzlement, dangerous bodily harm, brawl, extortion, fraud, infidelity, bribery, illegal certification or collection State rights, drugs, animal theft, animal killing, foreigners, antiquities, smuggling or any other crime committed by intent, for which a penalty of deprivation of liberty of at least three months is threatened.

Candidates who have been referred to trial or have been convicted of any of the above offenses may participate in the competition, but they will not be hired if, by the time the hiring order is issued, an irrevocable acquittal decision has not been issued.

The term conviction also includes a sentence to criminal imprisonment for the above crimes. They must also not have used narcotic substances regardless of whether or not they were sentenced for their act.

To be concluded, felonies (such as rape) and specifically offenses against sexual freedom, whether they are against adults or minors constitutes impediment to recruitment into the Hellenic Police.

Ministry of Justice:

Article 569 of the Code of Criminal Procedure provides that the following irrevocable convictions or indictments (acts of the judicial council) shall be recorded in each criminal record: a) any decision for a felony or misdemeanour for which a custodial sentence or a fine or community service has been imposed, with the associated penalties and security measures imposed, b) any decision imposing confinement in a special juvenile detention facility, c) any decision of a foreign court that has been officially announced, if it concerns an act classified by Greek criminal law as a felony or misdemeanour, d) any decision of the court or the judicial council that acquits the accused as incapable of being charged with the security measures that are an alternative to the main sentence, as well as any decision that acquits the accused due to actual repentance, provided that and in the two above cases the threatened penalty is imprisonment for at least three (3) months

Article 14 of Law 4995/2022 added to Article 569 of the Code of Criminal Procedure the provision that any criminal prosecution that is being pursued, as well as its procedural stage, for the crimes provided for in Articles 299 (intentional homicide), 306 (exposure), 312 (bodily harm to weak persons), 323A (human trafficking), 324 (kidnapping of minors) of the Criminal Code, in Articles 20, 22 and 23 of Law 4139/2013 (drug trafficking) and in Law 3500/2006 on the treatment of domestic violence, when the above crimes are committed against a minor, until the final adjudication of the case

Ministry of Migration and Asylum (regarding unaccompanied minors):

Pursuant to Article 55 of Law 5307/2026, employment is conditional upon the absence of any final criminal conviction, with the sole exceptions of offences under the Road Traffic Code and the offence of disturbing the peace. The provision therefore extends beyond sexual offences against children and covers any criminal conviction, while also requiring that no criminal proceedings are pending for the offences referred to in Article 569(3)(d) of the Code of Criminal Procedure. Under that provision, the criminal record also contains information on

pending criminal proceedings, including their procedural stage, until the case has been finally adjudicated, for the following offences: murder (Article 299 of the Criminal Code), exposure (Article 306), bodily harm against vulnerable persons (Article 312), trafficking in human beings (Article 323A), abduction (Article 324), all offences under Chapter Nineteen of the Special Part of the Criminal Code (offences against sexual freedom and offences concerning sexual exploitation), the offences provided for in Articles 20, 22 and 23 of Law 4139/2013 on narcotic drugs, and offences under Law 3500/2006 on domestic violence where committed against a child.

Ministry of Social Cohesion and Family Affairs (child protection agencies, fostering)

Pursuant to law 4837/2021 Employment or commencement of work in Child Protection Agencies, under both public and private law, is prohibited for any person who has been irrevocably convicted of:

- a) crimes provided for in Chapter 19 of the Special Part of the Criminal Code and crimes related to the family under Articles 360 and 360A of the Criminal Code (Law 4619/2019, A' 95),
- b) crimes under Law 3500/2006 (A' 232) on combating domestic violence,
- c) human trafficking pursuant to Article 323A of the Criminal Code and Law 4251/2014 (A' 80),
- d) drug trafficking pursuant to Law 4139/2013 (A' 74),
- e) the crimes under Articles 187, 187A, 187B, 299, 306, 308 to 312, and 324 of the Criminal Code.

More specific provisions currently in force shall remain applicable.

The prohibition of the first sentence also extends to cases where, at the time of employment or commencement of work, criminal prosecution is pending, or an initial or final court conviction is in effect which has not yet become irrevocable.

Pursuant to Law 4538/2018 a copy of the criminal record for judicial use of themselves and of the adult members cohabiting with them, proving that they have not been irrevocably convicted for offenses that entail, according to Article 1537 of the Civil Code, forfeiture of parental care, or for crimes against sexual freedom and economic exploitation of sexual life, abduction of minors, human trafficking, domestic violence according to Law 3500/2006 (A' 232), as well as for those provided for by the legislation on drugs or organ trafficking.

9. Does the screening of persons applying for roles or positions specified in questions 1 and 3 above extend beyond criminal convictions for sexual offences against children to:
 - a. relevant administrative or disciplinary sanctions

Hellenic Police:

During the recruitment process of police personnel, the applicable legal framework provides for specific suitability requirements and selection procedures.

Furthermore, once police personnel are appointed, they are subject to the disciplinary framework applicable to the Hellenic Police, including the provisions of Presidential Decree 120/2008, as in force, which establishes disciplinary procedures and sanctions in cases of misconduct.

These mechanisms concern the recruitment and the subsequent service status of police personnel and do not constitute a general screening mechanism applicable to all positions or activities involving contact with children.

Child Protection Agencies:

Pursuant to Law 4837/2021, art. 11 there is provision for sanctions which concern both the legal representative of the Child Protection Unit and the personnel employed.

- b. other information available to the authorities (e.g. judicial decisions in civil proceedings)?

Please provide details.

Ministry of Justice:

In principle, the screening concerns the criminal convictions.

However, in addition to criminal convictions (see question 1), an impediment to the appointment of an employee to a service of the Ministry of Justice is also their previous dismissal due to the imposition of the disciplinary penalty of permanent dismissal, which may be linked to a disciplinary offense related to a sexual offence against children.

Ministry of Migration and Asylum (concerning the field of unaccompanied minors):

Pursuant to Articles 54 and 55 of Law 5307/2026, the screening procedure is based on the verification of the criminal record of the persons concerned and focuses on the absence of criminal convictions for offences relevant to the protection of children. The provisions do not expressly extend the screening procedure to administrative or disciplinary sanctions, nor to other information available to the authorities, such as judicial decisions in civil proceedings.

10. If restrictions on the exercise of the relevant activities apply as a result of a criminal conviction for sexual offences against children, in line with Article 27 paragraph 3.b:

- a. are they life-long?

Hellenic police:

The ban is valid for life, although it should be emphasized that there is an age limit up to which a candidate can be hired in the Hellenic Police (as a rule, 28 years for uniformed personnel and 36 years for police personnel with special duties, such as psychologists).

Child protection agencies:

Within the framework of Greek legislation (such as Law 4837/2021), the existence of a conviction for certain sexual offences against minors constitutes an impediment to employment in child protection agencies, which in practice functions as a permanent exclusion for as long as this conviction appears on the individual's criminal record.

- b. if they are not life-long, please specify the time-limits applicable

Hellenic Police:

The ban is valid for life, although it should be emphasized that there is an age limit up to which a candidate can be hired in the Hellenic Police (as a rule, 28 years for uniformed personnel and 36 years for police personnel with special duties, such as psychologists).

c. are they applied only to activities in the public sector?

Please provide details.

(a) Educational system (primary and secondary education)

Restrictions are **permanent**. Individuals convicted of sexual offences against minors cannot be employed in any educational position.

Legal basis:

- Law 3528/2007, Article 8
- Law 4823/2021

Applies to both public and private educational institutions.

Hellenic Police:

There is no authority regarding the application of corresponding restrictions outside the Hellenic Police.

Ministry of Justice:

Restrictions are in principle for life - long. They are lifted in the event of a pardon or in the event of a decision being issued following the exercise of an extraordinary appeal.

If the restriction is not linked to a conviction but to prosecution for an offence against a minor (see answer 8 above), the restriction is lifted in the event of an irrevocable acquittal.

Ministry of Migration and Asylum (unaccompanied minors):

Pursuant to Articles 54 and 55 of Law 5307/2026, the exercise of activities involving responsibilities for the protection of children is subject to the fulfilment of statutory suitability requirements, including the verification of the criminal record of the persons concerned. A relevant criminal conviction for offences incompatible with the protection of children constitutes an impediment to appointment or employment in the positions covered by the Law.

The restrictions are not limited to the public sector but apply to all persons and entities falling within the scope of Law 5307/2026. The Law does not provide for a separate time-limit or an autonomous lifelong prohibition; however, the legal effects of criminal convictions are assessed in accordance with the applicable provisions of the Criminal Procedure Code, including Article 571 of Law 4620/2019 regarding the recording and retention of criminal records.

Accordingly, the screening mechanism operates on the basis of the applicable criminal record framework and ensures that persons convicted of offences relevant to the protection of children cannot assume duties requiring a position of trust and responsibility towards children. However, a clear criminal record should be attested through a record of “judicial use”, instead of “general use”, where actors employing professionals or engaging volunteers request from the competent Public Prosecutor’s Office an extensive record with all convictions and charges.

Ministry of Social Cohesion and Family Affairs: The provisions of Law 4837/2021 apply to all child protection agencies, regardless of their status. *Child Protection Agencies*: public and private law social welfare agencies that provide organized social care services for the protection of minors, including minors with disabilities, within the meaning of Article 9 of Law 4109/2013 (A 16), Article 1 of Law 2345/1995 (A 213), and Articles 1 and 2 of Law 4756/2020 (A 235).

11. Does the criminal record check verify the existence of an expunged or spent criminal conviction for sexual offences against children for persons applying for roles or positions specified in questions 1 and 3?

Please provide details.

- (a) Educational system (primary and secondary education)

Expunged convictions do not appear in the criminal record extract. Sexual offences against minors are **not subject to automatic expungement**.

Legal basis:

- Criminal Code 127-128
- Presidential Decree 120/2013

- (b) Justice: Criminal convictions for sexual offences against children are not expunged or spent. With this regard, a verification check for the existence of an expunged or spent criminal conviction for sexual offences against children is without object.

- (c) Migration (unaccompanied minors) Pursuant to Articles 54 and 55 of Law 5307/2026, the screening procedure is based on a criminal record certificate for judicial use. The verification is not limited to convictions for offences against children but extends to any final criminal conviction, subject to the statutory exceptions provided for in Article 55(3) of Law 5307/2026.

Convictions whose criminal record entries have ceased to be valid under Articles 571 and 573 of the Code of Criminal Procedure are not verified or taken into account. Under Article 573 of the Code of Criminal Procedure, once a criminal record entry has ceased to be valid, it may no longer be used for any purpose and is subsequently destroyed or deleted from the criminal records. Accordingly, convictions that have ceased to be valid ("spent" or "expunged" under the applicable rules of Greek law) are not considered during the screening process.

- (d) Child protection agencies: If a prior conviction has been legally expunged from an individual's criminal record ("spent"), the screening by the Child Protection Agency will return clear. Law 4837/2021 prohibits employment solely in cases where convictions remain active (irrevocable) or where criminal proceedings are currently pending before the courts.

Screening procedure

12. How is the screening procedure set out in your legal framework (in a single piece of legislation, sector-specific legislation, or other)?

Please provide details.

As a general comment all convictions of a person are recorded in the criminal record. However, each authority that is competent to hire a person or assign a position to a person applies its special legislation which provides which convictions are obstacles to hiring or acquiring the position.

Indicative examples: (a) sports system - sector specific legislation - Sport Law No 2725/1999 (GG Issue 121A) as amended, (b) migration - unaccompanied minors: professionals or volunteers working with unaccompanied minors, Law 5307/2026 (GG Issue 90A), (c) professionals or volunteers working in child protection agencies, Law 4837/2021 (GG Issue 178 A)

13. If screening is required, who is required to act?

- a. the employer, volunteer recruiter or child protection authority is expected to obtain the necessary information directly from the authorities
- b. the candidate must provide proof of absence of convictions
- c. another scenario. Please specify

Please provide details.

The procedure followed in the public sector differs from that in the private sector, although variations are also found within the private sector itself.

Public sector:

Public Personnel: Competent appointment and human resources authorities are responsible for enforcing statutory appointment impediments and conducting all relevant documentary checks. The criminal record search is carried out ex officio by the public service to which the interested party is to be appointed.

Private sector:

NGO Members, Employees, Paid Collaborators & Volunteers: The respective NGO is expected to collect all the information and the supporting documents required by the regulatory framework as applicable. Prior to commencement of any employment employers must request from the candidate the necessary information and supporting documents (different references of statutory provisions/differentiations)

Contractors & Service Providers:

The employer or contracting entity bears full responsibility for compliance with all applicable legal and contractual requirements.

Legal Entity Accountability:

The legal entity is fully responsible for monitoring compliance and ensuring all documentation is submitted before any individual provides services to children.

Strict Exclusion Policy:

If the required documents are not provided or legal standards are unmet, the individual is strictly prohibited from performing any duties involving contact with children.

14. If screening is required, who bears the costs of screening procedures?

Please provide details.

Screening procedure does not entail any cost.

15. How does your State monitor that employers, volunteer recruiters or child protection authorities comply with the relevant regulations on screening?

Please provide details.

In public sector compliance is monitored through complementary mechanisms human-resources and appointment controls for public personnel.

As described in previous queries, since there is no unified screening procedure in private sector, the monitoring process also varies. Indicatively:

(a) Health sector:

In the health sector, compliance with the mandatory screening framework is systematically monitored through the supervisory mechanisms of the Ministry of Health, the Supreme Council for Civil Servant Selection (ASEP) and the competent Regional Health Authorities (YPE).

Recruitment procedures in public healthcare institutions are strictly subject to administrative legality controls. Compliance with the statutory obligation to retrieve and verify criminal records certificates is audited both ex-ante (prior to contract signature/appointment) and ex-post through official administrative audits. Any failure to comply with these screening requirements triggers administrative and disciplinary liabilities for the recruiting officers.

Following the entry into force of Law 5129/2024, the governance and accountability of mental health services have been further strengthened through the establishment of the National Network of Mental Health Services (EDYPSY). In coordination with the Ministry of Health, EDYPSY provides a unified framework for the planning, coordination, quality assurance, and effective supervision of mental health services throughout the country, including services for children and adolescents. Within this enhanced governance framework, compliance with child safeguarding standards and the mandatory submission of official criminal record certificates for all personnel constitute integral requirements for the licensing and funding of all public and supervised non-profit mental health service providers.

(b) Justice:

When appointing a person, a check is made of impediments, such as those that may arise from the criminal record, by the entire administrative hierarchy that signs the relevant act.

(c) Migration:

- registration, certification, time-limited identification and possible deactivation under the NGO Members Registry;
- prior approval of NGO activities and identification of the personnel participating in them;
- prior authorisation for visitors, professionals and volunteers, identity checks and visitor records at RIS facilities;
- operational supervision by the facility Governor and the competent RIS Central Service; and
- contract management and enforcement of contractual obligations for private service providers.

(d) Child Protection Agencies

Any person employed by the Child Protection Agency is required to resubmit a copy of their criminal record for judicial or general use, along with the relevant statutory declaration, within the last two months of each year.

In addition, supervision and monitoring of the services provided by the Child Care Units (MoPP) regarding their quality and adequacy shall be exercised by the Social Welfare Consultant of the respective Region, in accordance with the provisions of paragraph 4 of Article 1 of Law 2345/1995 (A' 213), as amended and currently in force. The Social Welfare Consultant shall visit the Unit at least twice a year, and more frequently when deemed necessary, in order to verify its smooth operation in accordance with the legislation in force, as well as compliance with the specifications set by the legal framework.

16. If screening is required, are there sanctions foreseen for failure to comply with it? If yes, what type of sanctions?

There is no single sanction applicable to all categories of persons. Depending on the legal status and the nature of the non-compliance, the consequences may include:

- ineligibility for appointment or exercise of the relevant duties;
- rejection or deactivation of registration in the NGO Members Registry and loss of the right to operate on behalf of an NGO in the field;
- refusal, suspension or withdrawal of access to facilities;
- employment, disciplinary or contractual measures by the competent employer or contracting authority; and
- referral to the competent administrative, prosecutorial or law-enforcement authority where required.
- Candidates who fail to submit the statutory declaration and the copy of their criminal record, in the event that the latter is not sought ex officio, shall not be permitted to provide services or perform work with physical presence within the unit of the Child Protection Agency. The Child Protection Agency shall be obliged not to accept the provision of the employee's work, the execution of the assigned project, or the provision of the volunteer's service, and shall be released from the obligation to pay wages or remuneration. The relevant legal framework foresees sanctions. If violations are detected following an investigation by the Social Welfare Consultant or other competent bodies conducting audits in accordance with the legislation governing co-financed programs, a relevant report shall be drawn up, which shall be immediately notified to the competent body of the authority responsible for imposing sanctions, or to the Coordinator of the respective Decentralized Administration, for Child Protection Agencies established and operating as public law entities. (see Annex 2- detailed framework concerning sanctions in the Child Protection field)

17. Is regular screening, beyond the initial recruitment process, required, for:

- a. professionals in contact with children
- b. volunteers in contact with children
- c. foster parents and legal guardians?

If regular screening is required, please specify its frequency and provide other details.

As far as judicial is concerned the answer is NO.

In the other sectors

➤ Health sector:

Greek legislation does not establish a general or automated system of periodic criminal record screening for healthcare professionals after their recruitment. However, healthcare professionals remain subject throughout their employment to the applicable disciplinary, administrative and criminal legislation. Specifically, the Greek legal system features a mandatory notification mechanism: judicial and prosecuting authorities are legally bound to immediately notify the competent public employers and the Ministry of Health of any pending criminal prosecutions, indictments, or convictions concerning public servants.

Where criminal proceedings or criminal convictions involving sexual offences against children or other serious crimes arise, this triggers immediate administrative action. The competent authorities are empowered to instantly initiate procedures for temporary suspension from duties (suspension of practice) pending a final judicial decision, or permanent dismissal/disciplinary termination of employment, as provided for under the Civil Servants' Code and the applicable legal framework.

➤ Sports system:

In case of professionals (coaches, trainers) every 5 years

➤ Migration:

RIS: As of 27 March 2026, RIS did not operate one uniform periodic criminal-record re-screening cycle covering every public employee, contractor, professional, volunteer and self-employed person across all RIS facilities. The NGO Members Registry provided a continuing compliance mechanism: the special identification card was valid for one year and renewable only while the legal conditions continued to be met, and registration could be deactivated where the conditions ceased to be fulfilled or unlawful conduct was established through the prescribed means. This mechanism should not be characterised as an express, uniform annual criminal-record recheck for every category of person operating in RIS facilities.

Unaccompanied Minors: Pursuant to Article 55 of Law 5307/2026, regular screening beyond the initial recruitment process is required for members of staff of the entities referred to in Article 54, who are employed in positions involving responsibilities for the protection and care of unaccompanied children. Article 55 provides a periodic screening mechanism, requiring the renewed submission of the criminal record certificate and the relevant solemn declaration within the last two months of each year. The operating entity is responsible for monitoring compliance with this obligation.

Furthermore, pursuant to Article 39 of Law 5307/2026, the suitability requirements applicable to persons appointed as guardians for unaccompanied children include the verification of the fulfilment of the statutory conditions for appointment, ensuring that

persons entrusted with the representation and protection of children meet the necessary safeguarding requirements.

➤ Child protection agencies:

Professionals (and volunteers): are required to re-submit a copy of their criminal record for judicial or general use, along with the relevant solemn declaration, within the final two months of each year.

➤ Foster parents:

The certifications shall be sought ex officio on an annual basis by the competent supervisory body for as long as the candidate or the foster parent remains registered in the registries (a) National Registry of Prospective Foster Parents and (b) National Registry of Approved Foster Care of Minors.

18. Where a person working or volunteering in contact with children is under investigation for a sexual offence against a child, are law enforcement or other authorities allowed to inform the employer or volunteer organisation about the ongoing investigation? If yes, what is the consequence?

Please provide details.

Hellenic Police:

No, as a general rule. Ongoing criminal investigations are governed by the principle of confidentiality; therefore, the Hellenic Police do not usually inform employers or voluntary organisations when a person working or volunteering in contact with children is under investigation for a sexual offence against a minor. In accordance with Articles 241, 243 and 245 par. 2 of the Code of Criminal Procedure, the preliminary investigation and preliminary examination are conducted under secrecy, and the disclosure of information concerning the criminal case file or the suspect to third parties is not permitted.

Exceptionally, the employer or voluntary organization may be informed when there is a specific legal basis or a relevant prosecutorial or judicial order. Such a case occurs, in particular, when restrictive conditions or other measures are imposed that exclude or limit the suspect's contact with minors. The consequences depend on the applicable institutional framework and may include the removal of the person from duties or activities that involve contact with children, the suspension of the exercise of the relevant duties or the initiation of disciplinary proceedings.

In particular, for public sector employees, in accordance with the applicable provisions of the Civil Service Code and the relevant disciplinary procedure, the notification of the competent superior authorities of the relevant public organization or Ministry takes place after the criminal prosecution by the competent prosecutor, in order to initiate the envisaged disciplinary control, which may include, among others, the imposition of an administrative measure of suspension from duty.

At the same time, with Law 4837/2021, a comprehensive legislative framework was established for the prevention and treatment of abuse and neglect of minors, which establishes specific obligations for the units, structures and bodies of the public and private sector that provide services or develop activities in which minors participate. In case of violation or non-compliance with these obligations, the imposition of the relevant administrative and other sanctions is provided for. The above framework functions complementary to the protection of minors, without negating the general rule of confidentiality of criminal proceedings.

Justice:

According to article 114 par. 6 of the Civil Servants Code (Law 3528/2007), the Prosecutor of First Instance is obliged to immediately notify the employee's service of any criminal prosecution brought against him. The Secretary of the Court or the Judicial Council is obliged to immediately notify the same service of referral or acquittal decisions at any level of jurisdiction, as well as the conviction or acquittal decisions issued at any level of jurisdiction against the employee.

The investigation conducted in the context of criminal proceedings is secret (article 241 of the Code of Criminal Procedure).

Migration:

Law 3727/2008 establishes a substantive prohibition that also covers persons prosecuted for the relevant offences. The legal rules governing proactive notification by law-enforcement or judicial authorities to an employer or volunteer organisation fall outside RIS competence. Where RIS or the competent employer receives lawful and official information, the competent authority may apply the appropriate access, human-resources, safeguarding or contractual measures, subject to the applicable procedural guarantees, data-protection rules and the presumption of innocence.

Child protection agencies: Law 3847/2021 foresees the obligation to report child abuse incidents. The provision applies to any incident of abuse, wherever it occurs, including those occurring during the provision of social care services by Child Protection Entities. If this is the case the Child protection officer. Therefore, if the case concerns person working or volunteering the employer or volunteer organization is informed directly.

Cross-border screening

19. If the candidate for roles or positions specified in questions 1 and 3 has previously resided or worked in different countries, is it required to verify the absence of criminal convictions for sexual offences against children in each of those countries in respect of:
- a. professionals
 - b. volunteers
 - c. persons wishing to become an adoptive parent, a foster parent or a child's legal guardian?

Please provide details.

In these cases, it is envisaged to search for information through the European Criminal Records Information System (ECRIS). In Greece, the use of this possibility is expected to become more widespread given the upgrade of the relevant information system.

20. Is there a mechanism to:

- a. request data about a person's criminal convictions for sexual offences against children from the competent authority of another State outside the context of criminal proceedings¹ (please specify)
- b. provide data about a person's criminal convictions for sexual offences against children to the competent authority of another State outside the context of criminal proceedings (please specify)?

Yes, through the ECRIS system

Please provide details.

21. Is there an obligation to provide data about a person's criminal convictions for sexual offences against children at the request of the competent authority of another State outside the context of criminal proceedings?

Please provide details.

Yes, through the ECRIS system.

Additional details and reflections

22. Please add any further details regarding the modalities of the screening procedures applicable in your State, if relevant.

Please provide details.

(a) Health sector:

Child safeguarding constitutes a cross-cutting principle of the ongoing reform of the Greek mental healthcare system. Particular emphasis is placed on child and adolescent mental health services, multidisciplinary care, quality assurance mechanisms, protection of patients' rights and the development of community-based services operating under common standards of governance, recruitment integrity and supervision established by Law 5129/2024.

The establishment of the National Network of Mental Health Services (EDYPSY) has created, for the first time, a unified governance framework for public and supervised non-profit mental health services throughout the country. The reform strengthens coordination, clinical governance, quality assurance, accountability and the protection of the rights of mental health service users, including children and adolescents. Crucially, under this unified framework, the verification of clean criminal records (screening) is established as an absolute, non-negotiable prerequisite for the licensing, funding, and operation of any entity within the network. As part of this reform, the Ministry of Health is developing a nationwide network of 21 Mental Health Comprehensive Care Units (MHCCUs) for persons with developmental disorders and Autism Spectrum Disorder (ASD), covering all Health Regions of Greece.

These Units provide integrated, multidisciplinary and community-based services, including early identification, comprehensive assessment, diagnosis, therapeutic interventions, psychosocial support, family counselling, rehabilitation, crisis management and long-term follow-up for children, adolescents and adults with developmental disorders and ASD, ensuring continuity of care throughout the life course.

To ensure the highest level of child protection within these highly specialized units, they operate through multidisciplinary teams whose members—ranging from child psychiatrists and psychologists to social workers and therapists—are subjected to rigorous pre-employment screening and criminal background checks. They work in close cooperation with families, educational institutions, social protection services and other competent authorities in order to ensure coordinated, person-centred care. Their operation is based on common quality standards, clinical governance principles and safeguards for the protection of patients' rights.

The development of this national network significantly strengthens early intervention, access to specialised mental healthcare and the protection of children and adolescents belonging to particularly vulnerable groups, who may face a higher risk of exploitation. It also contributes to preventing institutionalisation, promoting community-based care and supporting social inclusion, in line with the principles of the Council of Europe Lanzarote Convention, the United Nations Convention on the Rights of the Child (UNCRC) and the United Nations Convention on the Rights of Persons with Disabilities (CRPD).

Finally, the Ministry of Health continues to promote the digital transformation of mental health services through integrated information systems, quality indicators and monitoring mechanisms. These digital advancements will facilitate more efficient administrative cross-referencing and monitoring of staffing compliance across all units, thereby enhancing transparency, continuity of care, service evaluation and the safeguarding of vulnerable children and adolescents.

(b) Migration:

The RIS framework combines status-based criminal-record screening with facility access controls. For open reception structures, NGOs must be registered, submit a detailed action plan identifying participating personnel and obtain access approval; their personnel and volunteers must be entered in the NGO Members Registry and carry identification. Professionals, volunteers and visitors generally require prior approval, present an official identity document and are recorded in the visitor register. Comparable authorisation, identification and visitor-record arrangements apply in Closed Controlled Access Centres and Reception and Identification Centres.

Operational security screening, identity verification and access authorisation are additional safeguarding measures. They do not replace the verification of criminal convictions where such verification is required by law, registry rules, employment procedures or contractual conditions.

23. What challenges related to the screening for criminal convictions for sexual offences against children of professionals, volunteers and persons wishing to become adoptive parents, foster parents or a child's legal guardian exist in your State in practice (e.g. administrative costs, delays, cross-border co-operation)?

Please provide details.

(a) Health sector:

Greece continues to strengthen coordination among healthcare providers, judicial authorities and competent public services in order to ensure effective implementation of safeguarding measures while respecting data protection, proportionality and due process guarantees. The ongoing reform of the mental health system provides an opportunity to further standardise governance and quality assurance mechanisms across all mental health services.

Despite these significant structural improvements, several practical and administrative challenges persist in the implementation of systematic screening:

- a) Cross-Border Information Exchange: Establishing the absence of criminal convictions for foreign nationals or Greek citizens who have resided or worked abroad remains a challenge. While the European Criminal Records Information System (ECRIS) facilitates exchange within the EU, obtaining verified, certified, and timely criminal record data from non-EU third countries involves complex, time-consuming diplomatic and legal channels.
- b) Administrative Workload and Delays: The manual processing, verification, and ex-officio retrieval of physical or digital criminal records for a large volume of healthcare applicants and volunteers can lead to administrative bottlenecks. This is particularly challenging during urgent, large-scale recruitment phases or in remote, understaffed regional healthcare units.
- c) Screening of Volunteers and Informal Staff: While screening procedures are highly standardized and legally binding for permanent and contract public healthcare employees, implementing the same rigorous level of systematic background checks within highly fluid, temporary, or informal volunteer sectors requires ongoing coordination, oversight, and resource allocation.

Through the digital transformation of public administration and the centralized oversight of the newly established EDYPSY network, the Ministry of Health actively aims to address these challenges by digitalizing verifications, reducing administrative delays, and standardizing child safeguarding protocols across both public and non-profit mental health providers.

The main challenges identified within the competent authorities:

- the fragmentation of screening routes according to employment and institutional status (public employee, contractor, NGO personnel, volunteer, self-employed professional or visitor);
- the absence of one uniform recurring re-screening interval for all categories of persons operating in facilities;
- the need to ensure that procurement and contractual documents translate the substantive legal prohibitions into clear documentary and notification obligations for contractor personnel;
- verification of relevant convictions where a person has resided or worked in another country;
- the timely and lawful transmission of information concerning pending proceedings or subsequent convictions; and

- the need to process criminal-record and safeguarding information in accordance with the strict rules applicable to data relating to criminal convictions and offences.

24. What promising practices, if any, would your State like to highlight in the screening of professionals, volunteers and other persons in contact with children?

Please provide details.

(a) Health sector:

The establishment of the National Network of Mental Health Services (EDYPSY) under Law 5129/2024 represents a significant institutional reform that Greece highlights as a promising practice in child safeguarding. For the first time, all public and supervised non-profit mental health services operate within a unified governance framework with common standards for quality assurance, clinical governance, patients' rights, supervision and accountability. Particular emphasis is placed on child and adolescent mental health services, safeguarding vulnerable persons and promoting multidisciplinary, community-based care. Under this unified umbrella, EDYPSY harmonizes and strictly enforces recruitment integrity and mandatory screening protocols uniformly across all geographical areas and mental health providers.

In parallel, the Ministry of Health is promoting the digital transformation of mental health services through the development of integrated information systems, common quality indicators and strengthened monitoring mechanisms, further supporting transparency, continuity of care and child protection. A key promising aspect of this digital transformation is the integration of public administration systems, which allows for the rapid, secure, and direct ex-officio electronic retrieval of criminal record certificates. By minimizing administrative delays and reducing the reliance on physical, paper-based verifications, this digital approach ensures that thorough background screening is executed seamlessly as an automated, non-negotiable step prior to any professional or volunteer placing within mental health services.

(b) Child protection sector:

Law 3847/2021 (Part A) constitutes the most stringent and structured institutional framework ever enacted in Greece for the protection of children living in or attending closed and open care facilities.

Its objective is to transform child protection from a general moral obligation into a concrete, legally binding procedure accompanied by severe penalties for violators.

(c) Migration:

The following practices may be highlighted within the RIS field:

- the NGO Members Registry, which requires a recent criminal-record certificate and a solemn declaration from NGO members, employees, paid collaborators and volunteers active in the migration field;
- the use of a specific, time-limited identification card as a prerequisite for NGO activity;
- the connection between NGO registration, eligibility to implement migration-related actions and authorisation to operate within RIS facilities;
- prior central authorisation and facility-level coordination for professional and volunteer access;
- identity verification and maintenance of visitor records; and

- the ability to refuse, restrict or withdraw access when statutory, registry, contractual or operational conditions are not fulfilled.
- Law 3727/2008 (Government Gazette A' 257/18.12.2008), ratifying and implementing the Lanzarote Convention, Chapter A, Article 1(1).
- Law 3528/2007 (Government Gazette A' 26/09.02.2007), Code of Civil Servants, Article 8, as in force.
- Joint Ministerial Decision oik. 10616/24.08.2020 (Government Gazette B' 3820/09.09.2020), on the NGO Registry and NGO Members Registry, in force on 27 March 2026.
- Ministerial Decision 13/13532/2020 (Government Gazette B' 5272/30.11.2020), General Operating Regulation for Open Temporary Reception and Accommodation Facilities operated by RIS, in particular Articles 7 and 14.
- Joint Ministerial Decision 1/7433/2019 (Government Gazette B' 2219/10.06.2019), General Operating Regulation for Reception and Identification Centres and Mobile Reception and Identification Units, in particular Articles 3 and 27.
- Ministerial Decision 553695/2023 (Government Gazette B' 7533/31.12.2023), General Operating Regulation for Closed Controlled Access Centres, in particular Article 7.

Annex I: Legal framework

“Article 8 of the CSC - Criminal conviction, privative or aiding court assistance, revocation of appointment

1. The following cannot be appointed as civil servants:

a) Persons convicted of a felony, and those sentenced to any penalty for theft, embezzlement, fraud, computer fraud, extortion, forgery, forgery of certificates, breach of trust by a lawyer, breach of trust, passive bribery, active bribery, unlawful certification or collection of State revenues, breach of duty, false certification, procurement of false certification, suppression of documents, any other crime related to the service, any crime against sexual freedom and the financial exploitation of sexual life, any crime under the Fourth and Fifth Chapters of the Second Book of the Criminal Code (Law 4619/2019, A' 95) concerning crimes against state and political bodies, against the President of the Republic, the Parliament, the Government and bodies of Local Government, and concerning offenses against state authority, respectively, any crime of domestic violence, money laundering from criminal activities, criminal organization, terrorist acts, terrorist organization, punishable support, violation of the legislation on drugs, smuggling, weapons, ammunition, and gambling, at least twice for malicious defamation or at least twice for false accusation,

b) those who have been referred to trial by a final judicial council indictment or by direct citation for a felony, or by a final judicial council indictment for a misdemeanour under case a', even if the offense is time-barred,

c) ...

1A. The impediment for cases (a) and (b) of paragraph 1 also concerns cases of conviction or referral to trial for an attempt to commit or for participation in the commitment of the criminal offenses referred to in case (a) of paragraph 1

2. The incapacity for appointment shall be lifted only by the issuance of the presidential decree under paragraph 1 of Article 47 of the Constitution, which lifts the consequences of the penalty.”

“Article 9 of the CSC - Dismissal from another position on disciplinary grounds

Those dismissed from a position in a Public Service or Local Government Authority (O.T.A.) or other Legal Entity of the public sector, as defined in case a' of paragraph 1 of Article 14 of Law 4270/2014 (A' 143), or Private Law Legal Entity of the public sector not included in the General Government, as defined in the aforementioned article, due to the imposition of the disciplinary penalty of permanent dismissal or due to termination of the employment contract for a serious reason attributable to the employee's fault, shall not be appointed as civil servants, unless ten years have elapsed since the dismissal. For the determination of the above impediment to appointment, a solemn declaration is submitted by the interested party, the true content of which is verified ex officio by the competent appointment service based on the data kept in the Census Registry of the Greek Public Sector. This provision also applies to those civil servants who lost their civil servant status and to whom the disciplinary penalty of permanent dismissal was subsequently irrevocably imposed due to the continuation of the disciplinary proceedings after the termination of their civil service relationship.”

“Article 7 of the Presidential Decree 410/1988

1. For filling the positions of this Chapter, the general qualifications provided each time for permanent public civil administrative servants are required. Provisions of special laws providing for the recruitment of foreign nationals are not affected.”

“Article 66 of the Presidential Decree 410/1988

1. ... Those recruited must possess Greek citizenship and there must be no impediment arising from a criminal conviction, prohibition, or judicial custodianship, in accordance with the relevant provisions or regulations applying to the permanent or regular personnel of each specific agency”.

“Article 39 of Law 4765/2021

1. Personnel under a private law fixed-term contract must have completed their eighteenth (18th) year of age, must not have exceeded their sixty-seventh (67th) year, must possess physical health and suitability for the performance of the duties of the position to be filled, and must not have the impediments of Article 8 of Law 3528/2007 (A' 26), without prejudice to paragraph 6 of Article 4 of Law 2207/1994 (vol. A' 65).”

“Article 569 of the Code of Criminal Procedure - Manner of maintaining the criminal record

1. Without prejudice to the application of the computerized system under Article 568 paragraph 1 case e', the criminal record consists of bulletins

2. On each criminal record bulletin, the following shall be recorded:

a) the identity details necessary for the individualization of the person to whom the bulletin relates, and in particular the full name, the full name of the parents, the date, city, and state of birth, gender, nationality or nationalities, any previous full name or pseudonym, the number and type of identification documents, and the tax identification number. If married, the full name of the spouse is also recorded.

b) the following irrevocable convicting decisions or judicial council indictments:

ba) every decision for a felony or misdemeanour for which a penalty involving deprivation of liberty, a monetary penalty, or community service has been imposed, along with the ancillary penalties and security measures imposed,

bb) every decision by which confinement in a special youth correctional facility is imposed,

bc) every decision of a foreign court officially communicated, if it concerns an act characterized by Greek criminal legislation as a felony or misdemeanour,

bd) every decision or judicial council indictment that acquits the accused as incapable of attribution, with the security measures substituting the main penalty, as well as every decision or judicial council indictment that acquits the accused due to active repentance, provided that in both above cases the threatened penalty is imprisonment of at least three (3) months,

be) if the execution of a penalty involving deprivation of liberty has been suspended, a relevant mention is made. Also, mention is made of the date on which the decision became irrevocable,

c) the time of commission of the punishable act.

3. The following elements shall also be recorded in the criminal record bulletins:

a) a pardon with lifting of the consequences of the conviction, the limitation of the act or the penalty by a special law, the conditional suspension of the execution of the penalty by a special law, the conditional release from prison, and the modification or lifting of the security measures imposed, as well as decisions issued in accordance with Articles 550 and 551,

b) the date and manner of serving the penalty involving deprivation of liberty imposed for a felony or misdemeanour committed with intent, provided it is greater than three (3) months,

c) the prosecutor's order issued following criminal mediation in domestic violence crimes

d) any criminal prosecution initiated, as well as its procedural stage, for the crimes provided for in Articles 299, 306, 312, 323A, 324, in the 19th Chapter of the Special Part of the Criminal Code [Law 4619/2019 (A' 95)], in Articles 20, 22, and 23 of Law 4139/2013 (A' 74) and in Law 3500/2006 (A' 232) for combating domestic violence, when the aforementioned crimes are directed against a minor, until the irrevocable adjudication of the case.”

“Article 114 of the CSC - Relationship of the disciplinary proceedings with the criminal trial

1. Disciplinary proceedings are autonomous and independent of criminal or other trials.

2. A criminal trial does not suspend disciplinary proceedings.

3. ...

6. The Prosecutor of First Instance has the obligation to immediately communicate to the employee's service any criminal prosecution initiated against them. The Secretary of the Court or the judicial council is obliged to immediately communicate to the same service the referral or acquittal indictments at any level of jurisdiction, as well as the convicting or acquitting decisions issued at any level of jurisdiction against the employee. In the event of confinement in a correctional institution, the prison director shall disclose this, without delay, to the employee's service. If the employee's service does not appear, the aforementioned communication is made

to the Ministry of Interior, and the competent service is searched for through the data of the employee maintained in the Human Resources Registry of the Greek Public Sector. Without prejudice to convicting decisions where the initiation of disciplinary prosecution is mandatory, the competent disciplinary bodies must, within a deadline of thirty (30) days after the aforementioned notification, issue a reasoned decision on whether or not to initiate disciplinary prosecution against the employee.”

B) For employees, who hold permanent positions in Public Sector Organizations or who are employed in such Organizations under private law employment contracts, and hold “organic positions” as explained above, applicable are:

- i) the provisions of the Civil Service Code regarding the imposition of administrative measures for the removal of employees from service in the event of the initiation of criminal or disciplinary prosecution (ipso iure and discretionary suspension from duty, suspension of the exercise of duties, mandatory relocation or transfer - Articles 103-105 of the CSC),
- ii) the disciplinary law provisions of the Civil Service Code stating the prosecution and punishment of employees who have committed acts constituting disciplinary offenses, the most serious of which may lead to the imposition of the penalty of permanent dismissal (Articles 106-144 of the CSC), and
- iii) the provisions of the Civil Service Code stating the ipso iure forfeiture of employees who are irrevocably convicted before criminal courts for any of the criminal offences that constitute an impediment to appointment, including crimes against sexual freedom and financial exploitation of sexual life (Article 149 of the CSC).

The relevant provisions of the Civil Service Code providing for the above are set out below:

“Article 103 of the CSC - Ipso iure suspension from duty

1. Employees shall be ipso iure placed on suspension from duty:

a) In case they have been deprived of their personal liberty following a provisional detention warrant or a judicial council indictment or a court decision, provided that the execution thereof or of the penalty has not been suspended, even if released on bail, or an employee upon whom house arrest with electronic monitoring or restrictive conditions in substitution of provisional detention have been imposed.

b) In case the penalty of permanent dismissal has been imposed. The suspension begins as of the notification of the disciplinary decision and ends on the last day of the deadline for filing an appeal before the Council of State or on the day the decision of the Council of State was published, provided that an appeal has been filed.

c) In case a criminal prosecution has been initiated against them for any crime against sexual freedom or for any crime of financial exploitation of sexual life

d) In case a criminal prosecution has been initiated against them for any felony, provided they have been irrevocably referred to trial.

2. The employee returns ipso iure to their duties if the reason for which they were placed on suspension ceases to exist. An employee placed on suspension in accordance with cases c) and d) of paragraph 1 returns ipso iure to their duties if acquitted by a final court decision.

3. The declaratory act of placing on suspension or returning to duty is issued by the body competent for appointment.”

“Article 104 of the CSC - Discretionary suspension from duty - Suspension of exercise of duties - Relocation or transfer of employee

1. If reasons of public interest concur, employees may be placed on suspension from duty, following an opinion from the disciplinary council:

a) In case criminal prosecution has been initiated against them for an offence that may entail forfeiture of office, without prejudice to cases c’ and d’ of paragraph 1 of Article 103. Specifically, regarding the offence of breach of duty, the employee may be placed on suspension,

provided they have been referred to trial for this offence.

b) In case disciplinary prosecution has been initiated for an offence that may entail the penalty of permanent dismissal.

c) In case there are sufficient indications of unlawful management, which are based on a report of the superior authority or a competent inspector.

2. In extremely urgent cases of imperative public interest and before the disciplinary council delivers its opinion, the measure of suspension of the exercise of duties may be imposed on the employee by the highest single-member governing body of the agency where they serve. The suspension of the exercise of duties is automatically lifted if, within an absolute deadline of two (2) months from the notification of the suspension measure to the employee, the act of paragraph 3 is not notified to them following an opinion from the disciplinary council.

3. The act by which the employee is placed on discretionary suspension or returns to their duties is issued by the relevant Minister or the head of the Independent Authority or the highest single-member governing body of the public law legal entities or, if none exists, by the Chairman of the collective governing body of the public law legal entities following an opinion from the disciplinary council. To place the employee on suspension, a prior hearing of the employee by the disciplinary council is required.

4. Within a three-month absolute deadline from the lapse of one (1) year from being placed on suspension, the disciplinary council is obliged to deliver an opinion, following a request from the competent administrative body, on the continuation or non-continuation of the suspension, otherwise the suspension is lifted. In any case, the suspension is automatically lifted after the lapse of two (2) years from the issuance of the decision placing the employee on suspension.

5. The suspension begins with the notification of the relevant act to the employee. The employee returns to their duties from the notification of the act of reinstatement or automatically from the finality of the criminal decision that does not entail forfeiture of office or the notification of the disciplinary decision that does not impose the penalty of permanent dismissal or upon completion of the two-year period under paragraph 4.

6. In cases of public interest, the employee may, by decision of the competent body, be mandatorily relocated or transferred from the organic unit where they serve, following a concurring opinion from the service council, to ensure the objectivity of the investigation process into the commission of a disciplinary offense or criminal offense and the smooth operation of the public service. In the event of transfer, the service council examines the query with absolute priority and delivers an opinion within an absolute deadline of ten (10) days.”

“Article 107 of the CSC - Enumeration of disciplinary offences

1. Disciplinary offences are:

a) Acts expressing a refusal to recognize the Constitution or a lack of loyalty to the Homeland and Democracy.

b) Every breach of civil service duty specified by the obligations imposed on the employee by the applicable provisions, orders, and instructions. Civil service duty under no circumstances imposes on the employee an act or omission contrary to the provisions of the Constitution and the laws, under the conditions of Article 25 hereof.

c) Crimes related to the service under the Criminal Code or other special criminal laws.

d) The acquisition of financial benefit or consideration for the benefit of the employee themselves or a third party, during the exercise of their duties or on the occasion thereof.

e) Unbecoming or improper or unworthy conduct for a civil servant inside or outside the service.

f) Violation of the principle of impartiality or failure to declare a conflict of interest.

g) Violation of the principle of equality, equal opportunities, and equal treatment of men and women in matters of employment and occupation, in accordance with Law 3896/2010 (A' 207), violation of the principle of equal treatment and combating discrimination based on race, colour, national or ethnic origin, genealogical descent, religious or other beliefs, disability or chronic illness, age, marital or social status, sexual orientation, gender identity or characteristics, in accordance with Law 4443/2016 (A' 232, correction of error A' 23/1.3.2017), the use of gender-discriminatory language during the exercise of duties.

za) The manifestation of any form of violence and harassment at work, in accordance with Law 4808/2021 (A' 101), during the exercise of duties.

h) ... [...]

ld) Any act against sexual freedom, as well as specifically the offence against the sexual dignity of another person or any act of financial exploitation of sexual life, inside and outside the service. An aggravating circumstance constitutes the commission of these acts against minors or the commission of these acts by employees by abuse of their official duties.

2. Provisions defining special disciplinary offences remain in force.

3. Under no circumstances does the exercise of trade union, political, or social activity constitute improper conduct or unbecoming or unworthy behaviour for an employee within the meaning of case e) of paragraph 1 of this article.”

“Article 109 of the CSC - Disciplinary penalties

1. The disciplinary penalties imposed on employees are:

a) written reprimand,

b) a fine up to the remuneration of twelve (12) months

c) deprivation of the right to be granted a salary step from one (1) to five (5) years,

d) removal of up to four (4) salary steps,

e) deprivation of the right to promotion from one (1) to five (5) years,

f) deprivation of the right to participate in a selection process for a head of an organic unit of any level and the prohibition of exercising duties of a head by substitution or under special provisions for a period from one (1) to five (5) years,

g) removal of the exercise of duties of a head of an organic unit of any level for the term or its remainder and the prohibition of exercising duties of a head under general or special provisions for a period from one (1) to five (5) years,

h) demotion by up to two (2) grades,

i) temporary dismissal from three (3) to twelve (12) months with full deprivation of remuneration, and

j) permanent dismissal.

1A. The penalty of permanent dismissal of case j) of paragraph 1 may be imposed only for the following offences:

a) ...

d) any act against sexual freedom, and specifically the offense against the sexual dignity of another person or any act of financial exploitation of sexual life, inside and outside the service

e) crimes related to the service under the Criminal Code (Law 4619/2019, A' 95) or other special laws,

f) the acquisition of financial benefit or consideration for the benefit of the employee themselves or a third party during the exercise of their duties or on the occasion thereof,

g) characteristically unbecoming or unworthy conduct for an employee inside or outside the service,

..

2. For the imposition of any disciplinary penalty on an employee, the particular conditions of commitment of the offence, the personality of the employee in general, as well as their service record as derived from their personal file shall be co-evaluated, and the principle of proportionality shall be observed.

3. When the disciplinary penalties of cases e) to i) of paragraph 1 are imposed and aggravating circumstances concur, the disciplinary council may additionally impose an administrative fine from three thousand (3,000) to thirty thousand (30,000) euros. When the disciplinary penalty of permanent dismissal is imposed and it concerns disciplinary offences of cases c) regarding crimes related to the service under the Criminal Code or other special criminal laws, d) regarding the acquisition of financial benefit or consideration for the benefit of the employee themselves or a third party during the exercise of their duties or on the occasion thereof, and e) regarding unbecoming or improper or unworthy conduct for an employee inside or outside the service of paragraph 1 of Article 107 related to a financial object, as well as cases ke) regarding the exercise of work or a project with remuneration without prior permission of the service or participation

in companies in violation of Article 32 or the exercise of projects incompatible with the status of a civil servant in accordance with Articles 33 and 34, and lg) regarding the submission, use, inclusion, and maintenance in the individual service file of an employee of a forged, altered, or tampered certificate or title or attestation, without prejudice to Article 20 on revocation of appointment, of paragraph 1 of Article 107, the disciplinary council may additionally impose an administrative fine from ten thousand (10,000) to one hundred thousand (100,000) euros.

4.a. For the offences of cases a), g), d), i) of paragraph 1 of Article 107, a penalty lower than demotion cannot be imposed.

6. ...

c. For other offences, any disciplinary penalty may be imposed with the exception of permanent dismissal, without prejudice to case id) of paragraph 1A.

d. For the offences of cases lg) and ld) of paragraph 1 of Article 107, a penalty lower than temporary dismissal cannot be imposed.”

“Article 149 of the CSC - Ipso Jure forfeiture of office due to criminal conviction

An employee forfeits their office ipso iure, provided that by an irrevocable court decision:

a) they are convicted to a penalty of at least temporary confinement or to any penalty for an offence among those referred to in case a) of paragraph 1 of Article 8 or to any penalty for desertion,

b) a deprivation of political rights is imposed on them or the ancillary penalty of deprivation of a public position or public or local government office, which they hold.

The forfeiture of office occurs from the date of publication of the irrevocable convicting decision.

For the forfeiture, a declaratory act is issued, a summary of which is published in the Government Gazette.”

Annex II - Sanctions regarding Child Protection Agencies (Law 4837/2021 - Article 11)

- (a) If it is found that the obligation to submit a copy of the criminal record and the statutory declaration, pursuant to paragraph 3 of Article 7, has been violated, a fine of three thousand (3,000) euros shall be imposed on the Child Protection Agency by decision of the competent body of the Ministry of Labour and Social Affairs or the Coordinator of the respective Decentralized Administration, for Child Protection Agencies established and operating by municipalities or legal entities thereof. In the event of recidivism—which is defined as the re-commission of the violation within three years from the first detected violation—the fine shall be doubled.
- (b) If it is found that the obligation to submit a copy of the criminal record and the statutory declaration for existing staff, pursuant to the first sentence of paragraph 4 of Article 7, has been violated, a fine of five thousand (5,000) euros shall be imposed on the Child Protection Agency by decision of the competent body of the Ministry of Labour and Social Affairs or the Coordinator of the respective Decentralized Administration, for Child Protection Agencies established and operating by municipalities or legal entities thereof.
- (c) If it is found that a member of the existing staff is being criminally prosecuted or has been convicted for the offenses referred to in paragraph 1 of Article 7, and the agency fails to take the actions set out in the first sentence of paragraph 6 of Article 7, a fine of ten thousand (10,000) euros shall be imposed on the Child Protection Agency by decision of the competent body of the Ministry of Labour and Social Affairs or the Coordinator of the respective Decentralized Administration, for Child Protection Agencies established and operating by municipalities or legal entities thereof.
- (d) If it is found that the obligation of the Child Protection Agency to timely replace its legal representative or the members of its Board of Directors, pursuant to the third sentence of paragraph 2 of Article 8, has been violated, a fine of five thousand (5,000) euros shall be imposed on the Child Protection Agency by decision of the competent body of the Ministry of Labour and Social Affairs or the Coordinator of the respective Decentralized Administration, for Child Protection Agencies established and operating by municipalities or legal entities thereof, with regard to the natural person who manages or heads the respective Child Protection Agency. A similar fine shall be imposed for each month of delay in complying with the same obligation.
- (e) If it is established that the obligation to deny entry into the facility to the licensed natural person or partner has been violated, pursuant to the fourth subparagraph of paragraph 2 of Article 8, a fine of five thousand (5,000) euros shall be imposed on the Child Protection Entity by decision of the competent organ of the Ministry of Labour and Social Affairs. An identical fine shall be imposed for each case of recidivism, regardless of the time of its occurrence. This case does not apply to Child Protection Entities established and operated by municipalities or their legal entities.
- (f) In the event of recidivism regarding the violations of the above—which is defined as the re-commission of the violation within three years from the first detected violation—the certification referred to in Article 5 of Law 2646/1998 (A' 236) shall be revoked by decision of the competent body of the Ministry of Labour and Social Affairs imposing the fine, if the Agency is certified. Following the revocation of the certification pursuant to the first sentence, the Child Protection Agency may not obtain a corresponding certification before the lapse of six (6) months from the revocation. This case shall not apply to Child Protection Agencies established and operating by municipalities or legal entities thereof.

¹ For purposes of recruitment, volunteering, adoption, foster care or guardianship.