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Ministry of Defence of Montenegro Completes Guide on Combating Discrimination, Sexual Harassment, and Abuse

The Ministry of Defence of Montenegro developed the *Guide on combating discrimination, sexual harassment, and abuse*, and the accompanying *Leaflet*, to increase internal capacities for efficiently combating discrimination.

The guide and the leaflet will be distributed across the Ministry's departments and the Armed Forces' units to help employees recognise gender-based discrimination, sexual harassment, and abuse and provide instructions on how to report it. The Ministry is committed to efficiently responding to and combating gender-based discrimination, aiming to create a safe and non-discriminatory working environment.

As requested by the Ministry, SEESAC provided expert and technical assistance to the working group from the Ministry and the Armed Forces of Montenegro which initiated the development of the guide by following up the Regional Handbook's recommendation to develop country-level policies and tools for increasing internal capacities for efficiently combating discrimination.

This activity was implemented within the *Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans* project and is financed by the Governments of Norway and the Slovak Republic. With the support of SEESAC, the project provides the Ministries of Defence and the Armed Forces from the Western Balkans a platform where, over the period of three years, they can exchange ideas and develop policies to ensure long-term and sustainable inclusion of the gender perspective in defence policies and practices.



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