



## Open Letter to the Director of *Fusion for Energy*

Dear Mr. Schwemmer,

It is with great sadness that we were informed of the death of our F4E colleague Mario X which took place on 1 May 2021.

We would like to transmit our sincere condolences to the family and to all the colleagues who entertained personal and professional relations with Mario. This is a very sad day for F4E and for all the colleagues.

Apart from our sadness, we would also like to express our anger, frustration and disappointment, thinking of the several warnings that you as F4E Director and Richard Cobben as Head of unit and the suffering of all colleagues involved and of Mario in particular.

- On various occasions we had expressed our concern with the way that recent reorganizations have been conducted in F4E and I had alerted you personally as well as Richard Cobben of our utmost concerns with the deep dive audit in the dialogue meeting on 8 March 2021 but did not show up in the meeting.
- We had warned you on the unacceptable behaviour of the colleague appointed to conduct the deep dive and on the way he was treating the colleagues in the unit. We were shocked to find out the way that the unit meeting of 30 April took place and the way that our colleague Mario was once again publicly in front of his colleagues.
- The Staff Committee had formally written to you on this exercise and the risks for the staff
- You and Richard Cobben had been warned by the previous Head of Unit on several occasions of the fragile situation of Mr. X and failed to take appropriate action.
- At every single All-hands meeting during more than a year, colleagues were anxiously asking for information on the deep-dive exercise.

For Mario and all other colleagues in F4E, it is the duty of the organization and its management to ensure that such situations will not occur again.

In the interest of all F4E staff, we would like to ask you to:

1. take immediate action to protect the rest of the F4E colleagues affected by the psychological support and follow-up; ensure equal treatment for other colleagues affected elsewhere in F4E.
2. launch, in collaboration with the F4E Staff Committee, an independent administrative inquiry as foreseen by the Staff Regulations to look into the professional circumstances and management decisions which may have contributed to pushing our colleague to take his own life; identify the reasons of the serious failure of the duty of care of the organisation vis-à administrative inquiry will receive proper follow-up.
3. ensure full transparency of the situation in F4E and bring it to the attention of its governing bodies and the Commission in order to allow for a proper discussion and follow-up by all stakeholders concerned of the circumstances under which F4E manages its staff.

Taking into account the seriousness of the recent events, we would like to request for immediate attention to this letter.

Georges Vlandas  
Président

07/05/2021