



### Dear Readers,

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

#### **PARLIAMENT APPROVES CHANGES TO ANTI-BULLYING REGULATIONS**

The Parliament approved the government's bill aimed at simplifying the legal definition of workplace bullying and pursuing related claims. During the proceedings, several amendments were introduced. The bill now allows employers to seek compensation from individuals responsible for workplace bullying. In addition, the employer's obligation to prevent bullying will be described as "consistent" rather than "continuous and active". The bill will be now reviewed by the Senate, which may propose further amendments. If adopted, the new regulations will enter into force after a three-month transition period.

#### **PETITION FOR MANDATORY FEEDBACK AFTER JOB INTERVIEWS**

The Parliament received a petition proposing a legal obligation for employers to inform candidates of the recruitment process outcome. Under the proposed rules, employers would be required to notify candidates of the recruitment outcome, regardless of whether the decision is positive or negative. In addition, employers would have to provide reasons for their decision, including an explanation for rejecting a candidate, and document this information in an email or in writing. Employers would be required to provide feedback within 14 days after completing the recruitment process. The petition was referred to the Petition Committee for further consideration.

#### **SUPREME COURT CLARIFIES BUSINESS ACTIVITY CHALLENGED BY ZUS**

The Supreme Court ruled that the Social Insurance Institution (ZUS) had no grounds to challenge a woman's entitlement to benefits where, before going on maternity leave, she had declared the highest possible social insurance contribution base while combining self-employment with full-time employment. ZUS argued that her business activity was not genuine and had been established only to obtain higher benefits. However, the Supreme Court disagreed with both ZUS and the previous courts. The Court found that the business had been genuinely operated. It also emphasized that claiming social insurance benefits during pregnancy or maternity leave does not, by itself, mean that a business is not genuine. Judgement of 16 June 2026, case no. II USKP 475/26.

#### **LOW NUMBER OF COMPLAINTS RELATED TO DISCRIMINATION IN RECRUITMENT**

Employers have largely adapted to the new requirements on gender-neutral job advertisements and information obligations. However, experts note that compliance is often limited only to meeting formal obligations. The low number of complaints is more likely due to candidates' reluctance to report irregularities and the lack of meaningful sanctions for non-compliance. Many candidates also choose not to report issues because they fear it may impact their future career opportunities. The low number of complaints may reflect systemic and social barriers rather than a genuine improvement in recruitment practices.

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#### **UPCOMING EVENTS**

- **Modern Employer: Pay transparency after 7 June – what next?** – 15 June 2026, 11:00 – 11:45, online. Register: [here](#).
- **On unions with unions: Declared membership vs actual powers – time to check trade union membership figures** – 14 July 2026, 11:00 – 11:45, online. Register: [here](#).