



DIVERSITY AND INCLUSION CHARTER

This Charter is a commitment in favour of diversity and inclusion among the Commission staff, which must benefit from equal treatment and opportunities, irrespective of any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

The Commission commits to:

1. Implement a human resources policy where diversity is regarded as a source of enrichment, innovation and creativity and where inclusion is promoted by managers and all staff, through policies improving work-life balance and flexible working arrangements for both women and men, through appropriate support, particularly for the underrepresented sex, and through the implementation of the obligations enshrined in the UN Convention on the Rights of Persons with Disabilities.
2. Secure equal opportunities at every step of the career, through selection and recruitment procedures and mobility. Selection and recruitment must always be made on the basis of merit, irrespective of any other factors. The process must be devoid of bias while respecting the specific measures and rules so as to redress the gender imbalance at AST/SC level and to achieve the goal of at least 40% female representation in senior and middle management within the present mandate of the Commission.
3. Exclude any kind of discrimination, and promote the enforcement of this principle at every level of the Commission, in line with the Staff Regulations. There can be no place for divisive or opaque behaviours; nor any form of bullying or harassment.
4. Heighten managers' and Human Resource services' awareness of any barriers that can prevent individuals from succeeding. Organise special events and training to fight against stereotypes and to foster inclusion as a corporate culture built on greater diversity and inclusion.
5. Communicate widely and to each colleague the commitment to implement a diversity and inclusion policy, and deliver regular and detailed follow-ups of the results.

This charter is part of the Diversity and Inclusion strategy of the European Commission, adopted on 19 July 2017.
