JOINT STATEMENT OF THE HEADS OF JUSTICE AND HOME AFFAIRS AGENCIES ON DIVERSITY AND INCLUSION

Acknowledging the diverse nature of our workforces and the importance of ensuring the well-being of all our staff members;

Recognising the need to take into account the particular situation and specific concerns of different persons;

Taking note of the pro-active approach set by the EU Commission in its Diversity and Inclusion Charter published in July 2017;

Recalling the joint statement adopted on the occasion of the 10th Anniversary of the Charter of Fundamental Rights of the European Union;

Recalling the joint statement on Zero Tolerance towards sexual harassment adopted in March 2018;

Building on the recommendations formulated by the JHA Agency Network Expert Group on Diversity and Inclusion in their meeting of 5 July 2019;

The Justice and Home Affairs Agencies agree to:

- Pursue an inclusive corporate culture and a positive work environment in which every staff member has equal opportunities to develop and contribute to the mission of the Agency.

- Uphold and strengthen diversity as an organisational value, reflected in Agencies’ codes of conduct and leveraged in competency frameworks to augment inclusion, engagement, cohesion and organisational delivery.

- Champion equality by ensuring that gender and diversity perspectives are considered when developing and maintaining the governance instruments of the Agencies such as internal policies and procedures.

- Promote and raise awareness on diversity and inclusion, fundamental rights and gender equality, including by providing effective training to Agency staff.

- Address discriminatory behaviours to strengthen adherence to the value of diversity at every level of the Agency.

- Encourage more systematic exchange on diversity and inclusion matters among the JHA Agencies.
Done in The Hague, 22 November 2019

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Executive Director of the European Asylum Support Office (EASO)

Michael O’Flaherty
Director of the European Union Agency for Fundamental Rights (FRA)

Fabrice Leggeri
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Virginija Langbakk
Director of the European Institute for Gender Equality (EIGE)

Detlef Schröder
Executive Director of the European Union Agency for Law Enforcement Training (CEPOL)

Alexis Goosdeel
Director of the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)

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Ladislav Hamran
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