

## 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 10<sup>th</sup> 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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