

## The European Chemicals Agency's Charter on Diversity and Inclusion

**Background:** The EU Agencies Network (EUAN) is committed to promoting equality and diversity within the Agencies and Joint Undertakings that it represents. The Network encourages the Agencies and Joint Undertakings, as employers, to engage in a proactive and inclusive approach to diversity and inclusion.

This charter sets the direction of the European Chemicals Agency (ECHA) towards achieving diversity and inclusion.

All staff members must benefit from equal treatment and opportunities, irrespective of gender, 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, as stated in Article 1(d) of the Staff Regulations.

In line with ECHA's commitment to diversity and inclusion, the Agency aims to:

1. Continue developing the Agency's culture with regard to diversity as a source of enrichment, innovation and creativity, and where inclusion is promoted by managers and staff in all areas.
2. Secure equal opportunities at every step of the career, in selections and recruitments and in staff promotions and mobility. All processes must be unbiased and respect implementing rules and other specific measures.
3. Increase the ratio of underrepresented genders at both support and management levels, respecting current contractual commitments.
4. Continue to fully enforce the Staff Regulations, by excluding any kind of discrimination and by raising awareness of any barriers to inclusion. We embrace a working culture where people treat each other with respect and take responsibility for their own actions. We have zero tolerance for any type of harassment be it psychological, physical or sexual.
5. Incorporate the Agency's commitment to diversity and inclusion in its communication with internal and external stakeholders, including day-to-day communication between staff members.

The aims listed above are not to be considered exhaustive. The Agency will strive to implement further actions towards diversity and inclusion in line with the EUAN's initiatives and ECHA's specific context.

*\*This charter is inspired by:*

- the European Commission's Charter on Diversity and Inclusion (which is part of their Diversity and Inclusion strategy, adopted on 19 July 2017) and by the European Commission's "[A Union of Equality: Gender Equality Strategy 2020-2025](#)".

- Diversity and Inclusion Charter proposed by the EU Agencies Network (EUAN) Working Group on Diversity and Inclusion

- the United Nations (UN) [Convention on the Rights of Persons with Disabilities](#) and the [UN's Sustainable Development Goal on Gender Equality](#).