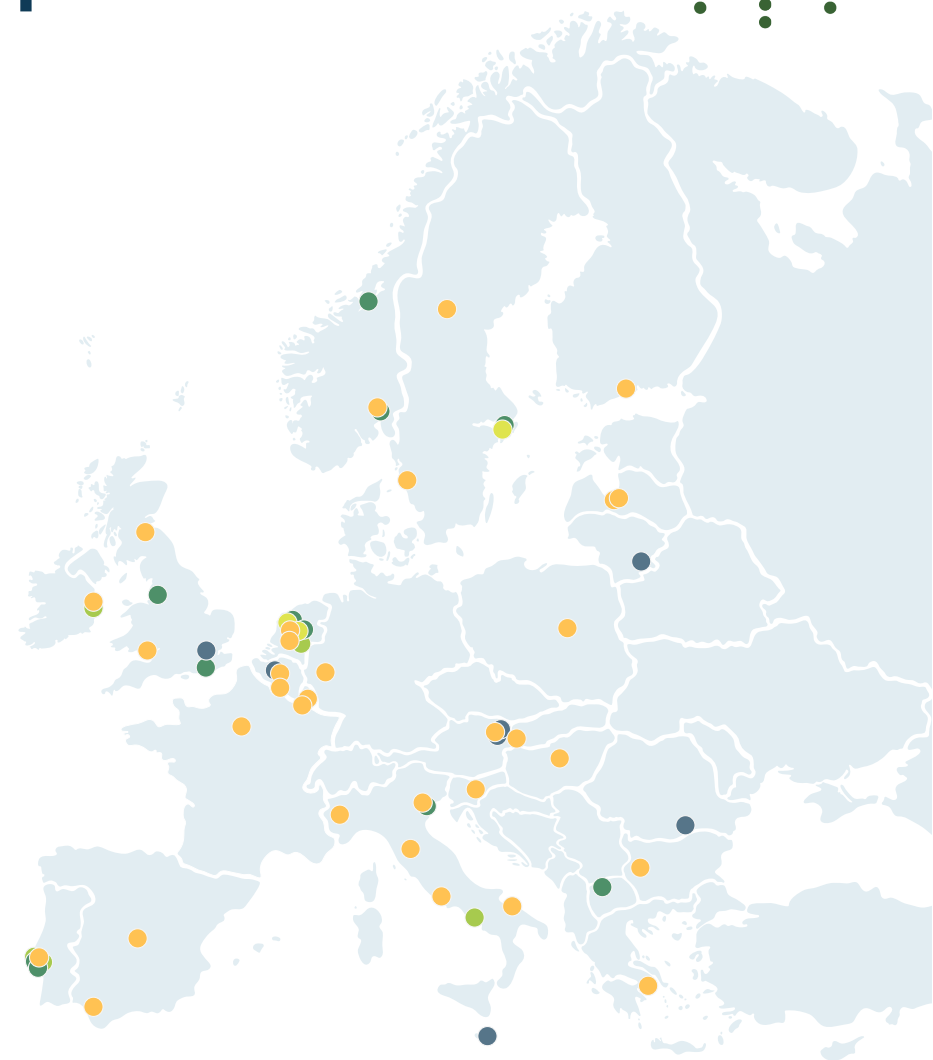


EUROHEALTHNET'S WORKPLACE GENDER, EQUALITY AND DIVERSITY POLICY

EuroHealthNet

European partnership for health, equity & wellbeing



Introduction

As a European non-profit partnership of public authorities working on fostering health, equity and wellbeing across Europe, EuroHealthNet believes that **people from diverse backgrounds should all enjoy the same rights, opportunities and protections**. This entails that everyone must not only be treated fairly and with dignity but must also be able to actively take part in decisions that affect their lives and be kept safe from both physical and mental harm. EuroHealthNet believes that **inclusivity is a strength to the organisation**, as a diverse range of perspectives improves the quality and relevance of our work. Moreover, employees who feel seen and appreciated for who they are perform better at their jobs. In this regard, EuroHealthNet recognises the importance of promoting diversity and inclusion amongst its workforce and in its everyday operations. This policy is an addition to EuroHealthNet's 'How We Work Framework' and 'Employment Rules' and aims to build a diverse workforce and an inclusive workplace. **It aims to make sure that no employees and no job applicants receive unfavourable treatment on the grounds of their personal characteristics, such as gender, race, ethnicity, nationality, religion, disability, sexual orientation, age, marital or civic partnership status, and family responsibilities.**

Scope and Principles

1. EuroHealthNet's organisational **culture is inclusive, respectful and enabling**.
2. The EuroHealthNet workplace is an environment where **no-one is treated unfavourably**, and no-one's dignity is violated by intimidating, hostile or offensive behaviour. All this must occur regardless of employees' job position and of their aforementioned characteristics.
3. All employees have the **same opportunity to contribute** to the best of their capabilities to achieve EuroHealthNet's targets and objectives, so no-one should be disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.
4. EuroHealthNet adheres to gender equality in leadership and decision-making, in recruitment and career progression and takes forward the gender dimension into the content of research, policy and practice.
5. Employees' **religion, beliefs and related observances are respected and accommodated** wherever possible, namely where the expression of those beliefs does not affect the legitimate rights of others.

Insights from internal Diversity Training – to be applied to our strategy

- There is no one size fits all approach – we have to constantly adapt to new situations and cannot simply copy strategies, even if successful elsewhere
- Having a targeted conversation in smaller groups on what diversity in **our** workplace means to **them** was perhaps the **most insightful and pleasant aspect** of our training and could be repeated
- Handling anonymous requests in a small office is a challenge – how could this be overcome?

Actions on our end

- Inclusion of one or two questions about diversity in staff appraisal form to identify shortcomings and monitor progress
- We will identify additional resources for employees and ensure they are easily accessible via sharepoint
- We will include our GED Policy in the welcome pack of new starters
- We will review our recruitment processes

Thank you

Contact us

Alison Maasen

a.Maassen@eurohealthnet.eu

Hannes Jarke

h.jarke@eurohealthnet.eu

Follow us



www.eurohealthnet.eu



EuroHealthNet is funded by the European Union. However, the information and views set out in this presentation are those of the author(s) and do not necessarily reflect the official opinion of the European Commission. The Commission does not guarantee the accuracy of the data included in this presentation. Neither the Commission nor any person acting on the Commission's behalf may be held responsible for the use which may be made of the information contained therein.