



Main Office	AGEG c/o EUREGIO	Enscheder Str. 362	48599 Gronau (Germany)
Project Office	AEBR c/o WeWork	Neue Schönhauserstraße 3-5	10178 Berlin (Germany)
AEBR Antenna in the EU	Office of Extremadura in Brussels	Av. De Cortenbergh 87-89	1000 Brussels (Belgium)
AEBR Info Centre in the Balkans	Institute for International and CBC	Terazije 14/14	11000 Belgrade (Serbia)
AEBR Info Centre in Ukraine	Univ. Simon Kuznets (KhNUE)	pr. Lenina, 9a	61001 Charkiw (Ukraine)

**FINAL DRAFT**  
**AEBR equality, diversity and inclusion policy**

**The Association of European Border Regions** is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our business partners, and for each employee to feel respected and to be able to give their best. The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of business partners or the public and towards supporting inclusive practices, procedures and behaviours which can promote equality and inclusion and gender equality in particular.

**Our policy's purpose**

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
2. Not unlawfully discriminate because of gender, religion or belief, disability, age or sexual orientation.
3. Oppose and avoid all forms of unlawful discrimination. This includes:
  - pay and benefits
  - terms and conditions of employment
  - dealing with grievances and discipline
  - dismissal
  - redundancy
  - leave for parents
  - requests for flexible working
  - selection for employment, promotion, training or other developmental opportunities
  - carrying out AEBR organisational business.

## Our commitments

Working in line with the principles and scope set out in:

- Council Directive 2000/78/EC of 27 November 2000, establishing a general framework for equal treatment in employment and occupation;
- Council Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast); and
- Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- and taking account of the principles and framework provided by the Council of Europe Gender Equality Strategy,

AEBR commits to:

1. Encourage equality, diversity and inclusion in the workplace and in the wider practices of AEBR in delivery of its overall business and work in both the policy/advocacy and implementation arenas.
2. Create a working environment and maintain stakeholder relationships through approaches which promote dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about both their rights and their responsibilities, and raising awareness of good practices, under the EU and CoE frameworks referenced.

The organisation will also encourage staff and organisation members to take such issues into account in the planning, delivery and evaluation of initiatives carried out directly by AEBR. This will include particular attention to promoting the equal treatment of men and women, and to the promotion of the horizontal principles inherent in the Directives, across the general business and activities of AEBR and in the context of cross-border co-operation policy engagements and related activities.

3. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
4. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under domestic employment

*On 17<sup>th</sup> and 18<sup>th</sup> June 1971, ten European border and cross-border regions set up a Standing Conference of European Border Regions at the Anholt Castle (EUREGIO, Westphalia)*

legislation of the country in which AEBR bases its core operations, or those set out in the Directives referenced in this policy).

5. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
6. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

### **Agreement to follow this policy**

The equality, diversity and inclusion policy is fully supported by senior management and the Executive Committee of the Association.

### **Review and update of policy**

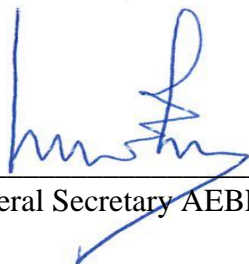
This policy will be subject to review on an annual basis for the purpose of updates and/or improvements and review will not involve modification or rolling back of any commitments relating to grounds or groups which are afforded protection under any of the three EU Directives set out above.

27. April 2022, Gronau/Eupen

Date / Place



\_\_\_\_\_  
President AEBR



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General Secretary AEBR

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