

EEB POLICY ON NON-DISCRIMINATION

**As adopted by the EEB Board
Athens, 1-2 June 2014**

The EEB believes in the right of all people to be evaluated as individuals, rather than on the basis of the fact that they belong to a certain group or category.

The EEB is an equal opportunity employer and makes all employment decisions without regard to gender, race, colour, civil status, family connections, wealth, ethnicity, national origin, physical or genetic traits, sexual orientation, age, marital status, disability or socioeconomic status, except as specified in the following paragraph. This policy covers all aspects of employment, from recruitment, promotion and training to compensation, performance management and termination of employment.

Decisions concerning employment are based strictly on an individual's qualifications, his/her ability to perform the job under consideration, any supporting references and the individual's past performance, taking into account the comparative qualifications and abilities of other candidates. Where there is a notable imbalance in representation at a given level within the staff body with respect to gender or geographical origin, the EEB will seek to remedy this when choosing between equally well qualified applicants for a position.

The EEB applies the above policy *mutatis mutandis* to all processes under its General Assembly and Board and their various formal and informal subsidiary bodies.

The EEB also applies this policy in relation to the selection of individuals to play roles in EEB events, e.g. in selecting speakers, moderators and panelists for conferences, seminars or workshops. Specifically, it shall seek to achieve balanced gender and geographical representation in all such events.