

MODEL CHARTER⁵

Preamble

Social profit/social and solidarity economy companies provide services that defend the basic rights of citizens and/or respond to the basic needs of a multi-faceted population. They should incorporate the values of social justice, solidarity, the promotion of diversity and the fight against discrimination into their strategic plans, and these values should also guide their actions.

[Company name] undertakes to :

01 _____

Observe and enforce, within the company, the international or European texts that combat any form of discrimination (direct or indirect) based on belonging (or not), truly or presumed, to a presumed race, ethnic group or nation, skin colour, ancestry and origin, sex, gender identity, social orientation, state of pregnancy, age, wealth, philosophical convictions, beliefs or belonging (or not), truly or presumed, to a particular religion, present or future state of health, disability, language, political conviction, physical or genetic characteristic or trade union affiliation.

02 _____

Reject any other form of direct or indirect discrimination that does not appear in national legislation, e.g. family situation, physical appearance, name, customs, place of residence, loss of autonomy, vulnerability arising from economic situation, the ability to express oneself in a language that is not one's native language, holding a bank account, etc.

03 _____

Create awareness among line managers and train them, together with other staff members, in non-discrimination and diversity issues.

04 _____

Ensure equal rights and fair treatment among people in all aspects of human resources management: from recruitment to retirement, and particularly including induction, training, assessment and career development.

05 _____

Set up procedures to manage situations of discrimination, and flag them.

06 _____

Create a positive working environment in which the particular characteristics of all are respected.

07 _____

Based on a diagnosis, implement an action plan that aims to foster and manage diversity, combat discrimination and guarantee the accessibility and adaptation of services to all users.

08 _____

Make the drawing up and implementation of the diversity policy the aim of a dialogue between the management and the employees and/or their representatives.

09 _____

Internally communicate the commitment evaluating the results of the actions on the workforce as a whole, and externally about its beneficiaries and partners.

10 _____

Evaluate the results of your actions at regular intervals on the basis of clearly defined targets, both in quantitative and qualitative terms.

⁵This document can be downloaded at www.diversitynow.eu