



ROMANIAN
DIVERSITY
CHARTER

Romanian Diversity Charter

Recognizing the diversity of Romanian society, aware of the importance of diversity management policies and equal opportunities as a strategic advantage, source of progress, social cohesion and innovation, the National Agency of Civil Servants is committed to signing the Diversity Charter, in order to reflect and strengthen its voluntary commitment within Romanian society and that diversity, equal opportunities and social inclusion become recognized and respected values.

The National Agency of Civil Servants is committed to:

1. **Develop** an organizational culture based on mutual respect, trust, recognition and appreciation of individual differences and skills;
2. **Apply** the principles of non-discrimination and equal opportunities in decision-making processes and human resources management, with a special focus on the recruitment, training, remuneration and professional promotion of employees;
3. **Reflect** the diversity of Romanian society in all its forms in the processes of management and human resources;
4. **Raise** awareness and training program for the management team and employees in relation to the benefits of diversity;
5. **Communicate** its commitment to non-discrimination and diversity and inform its employees and stakeholders about the practical results of this commitment;
6. **Monitor** the progress made in achieving the Diversity Charter's objectives annually;
7. **Present** in their own reports and publications the organization's commitment to non-discrimination and diversity, mentioning concrete actions, practices and results.

Bucharest
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