

# WE PLEDGE TO ENSURE THAT OUR WORK PLACE IS A PLACE FOR ALL.

**We value** all qualified employees, regardless of their origin, the colour of their skin, their last name, their culture and customs and we are proud of having a diverse team.

**We respect** every candidate's background in the recruitment process and only judge them according to the qualifications needed for the job.

**We work against** racism between colleagues and address conscious and unconscious biases.

**We create** an environment where people can feel comfortable bringing their "full selves" to work.



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For ethnic minorities trying to find decent employment can be difficult, and even if they do manage to secure employment they often continue to face unequal treatment such as lower wages, zero hour contracts, a lack of career options and even direct discrimination and harassment. It should be everyone's goal to eliminate this inequality.

**WE WANT YOU TO BE INVOLVED!** We need inclusive employers who will be willing to have a diverse team of employees that includes ethnicity, race, economical background, disability, culture or sexual orientation.

Remember: equality doesn't always mean treating everyone the same. It can mean taking account the differences and acting appropriately.

**BE PART OF THE SOLUTION:** Offer a safe inclusive workplace for everyone!

**ADD YOUR VOICE TO THE CAMPAIGN:** It is important to be openly inclusive and to encourage others to follow your example.

**SIGN THE PLEDGE** and show that you are part of a community of inclusive employers. Spread the word of the benefits of an inclusive work space, so that job seekers and other employers know what it is you do to provide a space for all.

[www.facebook.com/DiverseWorkforces](https://www.facebook.com/DiverseWorkforces)

[www.ergonetwork.org/employment](https://www.ergonetwork.org/employment)



[info@ergonetwork.org](mailto:info@ergonetwork.org)

