



# DIVERSE.BG

Launch and implementation of Diversity Charter in Bulgaria



A joint initiative of the Centre for the Study of Democracy and the Bulgarian Business Leaders Forum

[www.diverse-bg.eu](http://www.diverse-bg.eu)

## DIVERSITY CHARTER

As our ability to acknowledge, respect and promote diversity will have a positive impact on the reputation and credibility of our business and will contribute to our long-term success;

Because diversity is a driver to creativity, innovation, growth and productivity, and an incentive for individuals to fully reveal their knowledge, competences, talents and skills;

Understanding that, by promoting diversity in our own undertakings, we help create a better social climate and an overall environment of acceptance and tolerance;

Observing the prohibition of discrimination on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property ownership, birth, disability, age or sexual orientation; and

Acknowledging that, in the context of globalisation and dynamic demographic changes, the respect for diversity is key to the development of a tolerant and inclusive society and to the prevention of unequal treatment and discrimination;

We, the signatories of this Diversity Charter, commit to the following principles:

1. Introduce, respect and promote equal treatment and non-discrimination in human resources management, including in the recruitment, training, assessment, promotion and career development of employees;
2. Encourage our partners and contractors to endorse and apply the same diversity standards in their business operations;
3. Promote diversity among our customers by regularly informing them about our policies and actions;
4. Introduce and maintain a culture based on mutual respect by designing and implementing rules of conduct for employees prohibiting all forms of discriminatory behaviour in the workplace;
5. Raise public awareness and educate society on diversity issues by publicly presenting and exchanging information about our commitments, policies and practices;
6. Keep our managerial and decision-making staff informed about the most recent trends and developments in the area of diversity at national, European and global levels;
7. Work with the Government of Bulgaria, other social partners, and non-governmental organisations to promote the values of diversity in the Bulgarian society.



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