



Survey on diversity, inclusion and respect at the workplace

Report of the results - Annexes

Annex I

Process & data protection

Creation of the survey

- The questionnaire for this survey was drawn up by the SG Task Force on Equality Secretariat, DG HR Diversity and Inclusion Office, and the EEAS Resources Management department.
- Staff associations and staff representatives were consulted in the preparation of the survey.
- It was created in EU Survey and available in 3 languages (English, French, German).
- The survey was launched on 10/03/2021 and was open until 31/03/2021.
- The survey was sent by email to all staff of the European Commission (including in delegations and representations), of the 6 executive agencies and of the EEAS (including in delegations, but excluding locally hired staff): in total 46,521 people.
- It was also accessible through the *Commission en Direct* article published on the Commission's intranet on 10/03/2021.

Data protection 1/3

- Data protection measures were put in place in collaboration with the Data Protection Officers of the Commission, EEAS and executive agencies, as well as with the Commission Legal Service. The European Data Protection Supervisor was also informed.
- A data protection impact assessment was drawn up as well as a data protection note, accessible to all respondents. A summary of these documents was displayed on the first page of the survey.
- The following measures were taken to ensure confidentiality and data protection for respondents:
 - The survey was made totally anonymous in EU Survey, no technical data was collected. All data was stored in the EU Survey servers, stored and protected within the Commission's servers.
 - A functional mailbox was specifically created to manage the survey. Only 2 people (the data processors) had access to this.

Data protection 2/3

- The following measures were taken to ensure confidentiality and data protection for respondents (continued):
 - Respondents had to give consent for the treatment of their replies before they started the survey. Each question was optional with the possibility to choose 'prefer not to say'.
 - Respondents had the possibility of updating or revoking their consent at any time, with their unique confirmation ID (generated automatically and randomly by EU Survey) either themselves while the survey was open, or by contacting the functional mailbox.
 - Only the data processors had access to the survey data, which was password protected. A connection log was automatically created in EU Survey and checked regularly.

Data protection 3/3

- The following measures were taken to ensure confidentiality and data protection of the respondents (continued)
 - The data downloaded for analysis purposes (e.g. in Excel) were stored on an ad hoc folder on the Commission's drive which was only accessible to the data processors. All documents stored in this folder were password protected.
 - The data collected was anonymised (i.e. the information provided was proofread by the data processors to remove personal data such as names or dates that could lead to an individual's identification) and aggregated where the number of respondents of a given group were too few and could lead to an individual being identified.
 - The retention period was limited to 3 months (instead of the usual 1 or 2 years for other surveys): all the personal data collected was deleted manually on 01/07/2021 from the EU Survey servers and on the working documents downloaded. Data were automatically deleted from the back up servers of EU Survey one month later.

Analysis of the survey

- The survey data were analysed only by the two data processors. The analysis was done totally internally.
- The free text comments and the self-identification responses were manually sorted by the data processors and assigned to usable categories.
- Demographics of the respondents (e.g. place of work, age band, employment status) were compared against data for the EEAS and Commission from Sysper, in order to identify possible over or under representation of groups of respondents.

Annex II

Questionnaire of the survey



**Diversity
and Inclusion**

Survey on diversity, inclusion and respect at the workplace

Fields marked with * are mandatory.

SURVEY ON DIVERSITY, INCLUSION AND RESPECT AT THE WORKPLACE

This survey is addressed to all staff of the Commission, the European External Action Service (EEAS) and the executive agencies.

WHY THIS SURVEY?

The European Union is founded on the values of freedom, equality, democracy, respect for human dignity and the rule of law. These values guide EU legislation, policies and actions to advance equality and non-discrimination in the Union.

As an employer, the Commission has already gone a long way in fostering non-discrimination and equality, as required by the Staff Regulations. Going beyond mere compliance with the rules, in 2017, the Commission adopted a Diversity and Inclusion Strategy with a view to attracting and selecting a more diverse workforce and fostering an inclusive work environment. Furthermore, the Commission intends to revise its harassment prevention policy set out in 2006 in order to strengthen its commitment to a respectful work environment.

In the same vein, since 2017, the European External Action Service (EEAS) has been implementing recommendations by the Gender and Equal Opportunities Task Force, a Strategy on Gender and Equal Opportunities (2017) and the related roadmap in order to foster a fair, diverse and enabling environment[1].

The present survey is a key part of the determination set out in President von der Leyen's Political Guidelines **to pursue a Union of Equality**. The EU civil service draws on the wealth of talent, experience and creativity of our staff with different backgrounds from all over the EU. Citizens from across the EU must

be able to identify with and feel appropriately represented in and by the EU civil service. The Commission and the EEAS aim to further increase their diversity to reflect the richness of EU society better.

Against this backdrop, this survey aims to offer **better insights into staff members' experience and views on diversity and inclusion**. It covers all key aspects of non-discrimination (as per article 19 of the TFEU: age, sex, sexual orientation, disability, religion or belief, racial or ethnic origin). Its results will feed into the revised Commission diversity and action plan and enrich the EEAS new Diversity and Inclusion strategy respectively. Moreover, the survey also contains a few additional questions to help understand to what extent you consider that the organisation's workplace is safe, respectful, and free of harassment. These results will feed into the revision of the harassment prevention policy at the Commission.

The results of the survey will also become a benchmark for measuring trends over time.

Completion of the survey will take approximately 15 minutes. It will remain open until 24/03/2021.

The survey is managed jointly by DG HR, the HR services of the EEAS and of the executive agencies and by the Secretariat of the Task Force on Equality. Participation is voluntary and you may also choose to which questions you wish to reply.

[1] The EEAS has been developing other initiatives and policies in the area of equal opportunities, including an EEAS Disability Policy and Roadmap, as well as anti-harassment policies to ensure that the EEAS is an inclusive workplace.

PERSONAL DATA PROTECTION

In conducting this survey we observe the rules and conditions of Regulation (EU) 2018/1725 on the protection of natural persons with regard to the processing of personal data by the Union institutions.

The security, confidentiality and anonymity of any data provided will be fully respected. Please note that the survey is designed to be anonymous: it will not be possible to trace a reply back to an individual from the data provided. The survey will not ask for your identification, nor collect technical information (IP address, EU login). However, it cannot be excluded that in certain cases the data provided may allow for an indirect identification of a respondent by cross checking the replies.

The data controller has designated 2 persons in charge of the survey (1 from DG HR and 1 from the Secretariat of the Task Force on Equality) who will be **the only ones with access to your replies**. They will aggregate the raw data in order to guarantee full anonymity. The aggregated and anonymised results of the survey will be analysed jointly by DG HR, by the HR services of the EEAS and of the executive agencies and by the Secretariat of the Task Force on Equality.

The data controller guarantees that security, confidentiality and anonymity will be respected. As for any survey, respondents have the **possibility to access, edit or delete their data** at any time until the end of the retention period (3 months after closing date of the survey). This can be done directly in the EU Survey tool as long as the survey is open, or by contacting the data controllers after the survey is closed. You can find more details in the Data Protection Note on the right side of this page.

Your participation in the survey is voluntary. Likewise, you are free to choose not to reply to specific questions by selecting the 'Prefer not to say' answer. Furthermore, there are free text fields where you can

provide further information on specific questions if you wish so. To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

For further information, please contact EC-DIVERSITY-AND-INCLUSION-SURVEY@ec.europa.eu

*** By deciding to participate in the survey and to reply to specific questions, you provide your explicit consent for the collection and processing of your data under all precautions described here above and in the data protection note.**

- Yes, I confirm that I have read and understood the above and I wish to participate in the survey. Start the survey by clicking on the button "Next".
- No, I do not want to participate in this survey. Leave the survey by clicking on the button "Submit"

Please note that an EU Survey session is **refreshed every 60 minutes**. In order to avoid risking to be "timed out" and losing your responses, DIGIT recommends that you **keep the box "save a back up" ticked** (at the top of this page), or that you **save a draft from time to time** (on the right side of the page).

Your details

These details are necessary to aggregate the results of the survey by various categories and perform a sectorial analysis. They will not be used to identify individuals.

*** What is your employment status?**

- Official
- Contract Agent
- Temporary Agent
- Trainee or Junior Professional in Delegation
- Seconded National Expert
- External staff (eg intérimaire, intra-muros)
- Prefer not to say

*** What is your function group/position?**

- AD and equivalent, CA function group IV
- AST and equivalent, CA function group III

- AST-SC and equivalent, CA function group II
- CA function group I
- Other
- Prefer not to say

*** Do you have team management responsibilities?**

- Yes, as senior or middle manager
- Yes, as deputy head of unit, head of sector, team leader or equivalent
- No
- Prefer not to say

*** Where do you work?**

- In the Commission (DGs, Services, Offices)
- In the EEAS in Brussels (Headquarters)
- In an executive agency
- In the Commission representation in a Member State
- In a delegation (Commission)
- In a delegation (EEAS)
- Prefer not to say

*** How many years have you been employed by your current organisation?**

- 0 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 20 years
- 21 to 25 years
- More than 25 years
- Prefer not to say

*** How old are you?**

- Less than 30
- 30 to 39
- 40 to 49
- 50 to 59
- 60 and above
- Prefer not to say

*** What is your gender ?**

- Female
- Male
- Other
- Prefer not to say

*** Do you identify yourself as a LGBTIQ person?**

For the purpose of this survey by LGBTIQ persons we mean persons:

- *who are attracted to others of their own gender (lesbian, gay) or any gender (bisexual);*
- *whose gender identity and/or expression does not correspond to the sex they were assigned at birth (trans, non-binary);*
- *who are born with sex characteristics that do not fit the typical definition of male or female (intersex);*
- *and others, whose identity does not fit into a binary classification of sexuality and/or gender (queer)*

- Yes
- No
- Prefer not to say

If you wish so, please specify how you would identify yourself as LGBTIQ person (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

*** Do you identify yourself as a person with a racial or ethnic minority background in your Member State?**

- Yes
- No
- Prefer not to say

If you wish so, please specify how you would define your racial or ethnic origin (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

*** Do you identify yourself as belonging to any religion or belief?**

Why do we ask? The European Union guarantees freedom of religion and belief. While it is mostly invisible to others, discrimination based on religion and belief is an important ground for discrimination.

- Yes
- No
- Prefer not to say

If you wish so, please specify which religion or belief (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

*** Do you have a dependant (e.g. child or partner) with a disability or a delay in development hindering their activities?**

- Yes
- No
- Prefer not to say

If you wish so, you may explain how your organisation could support you in the specific needs raised by this situation (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

*** Do you have a disability ?**

Persons with disability include those who have a long-term physical, mental, intellectual or sensory impairment(s), which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

- Yes, I have a disability
- No
- No, but I have a short term or temporary impairment
- Prefer not to say

The UN Convention on the Rights of Persons with Disabilities recommends collecting information and data to enable formulation and implementation of policies giving effect to this Convention.

Your answers to the questions below will help estimate a share of colleagues with a disability and assess the implementation of the current arrangements and, finally, they will contribute to designing further measures with a view to enabling staff with disability thrive in the workplace and exercise their rights fully.

*** Please indicate the type of disability you have (several answers possible)**

- Physical disability
- Intellectual or sensory impairment
- Visual impairment
- Hearing impairment
- Psychosocial disability
- Other
- Prefer not to say

*** Is your disability visible to the others?**

- Yes
- No
- Prefer not to say

*** At work, have you asked to benefit of an entitlement as person with a disability?**

- Yes, and I am also officially registered in a Member State as person with disability
- Yes, because my disability appeared at work (e.g.: accident) and the Medical Service assessed it
- Yes, my initial request for recognition of disability was accepted, but its status has to be reassessed regularly
- Yes, but I only asked to my direct hierarchy who knows me and my specific situation
- Yes, but my request for official recognition it was not accepted
- No, because I do not need specific accommodation
- No, because I do not want to ask for official recognition as a person having a disability
- No, I did not know it existed
- Prefer not to say

*** Do you know that you have the right to ask for reasonable accommodation of your workplace according to your specific needs (several answers possible)?**

Article 1d(4) SR establishes that a staff member with a disability can ask for "reasonable accommodations" to be made to the work place or to the working methods in order to be able to carry out the essential functions of the job:

"Reasonable accommodation, in relation to the essential functions of the job, shall mean appropriate measures, where needed, to enable a person with a disability to have access to, participate in, or advance in employment, or to undergo training, unless such measures would impose a disproportionate burden on the employer."

- Yes, for my office
- Yes, on IT tools (e.g. software, internal websites, documents...)
- Yes, with communication tools (e.g. phone, email, video conference tools)
- Yes, in the work building (e.g. lifts, escalators, toilets, meeting rooms...)
- Yes, on other facilities linked to the office (e.g. car park, canteen, security checks...)
- Yes, for adapted hours or adapted work conditions
- No
- Prefer not to say

*** Did you request reasonable accommodation to be made to your workplace or to the working methods?**

- Yes and I obtained everything I requested
- Yes, but I only obtained some of what I requested
- No, my work environment is already fully accessible
- No, I do not need reasonable accommodation
- No, I did not dare to request
- No, I did not know I could ask for reasonable accommodation, but if I had known I would have asked
- Prefer not to say

*** What type of reasonable accommodation did you (or would you) request (several options possible)?**

at least 1 choice(s)

- Work-related accommodation (adapted work hours or tasks...)
- IT tools for better accessibility (software and / or material)

- Assistive technologies
- Communication tools (e.g. text phone, braille machine...)
- Personal assistant, sign language interpreter...
- Accommodation to be made in the work building (e.g. lifts, escalators, toilets, car park, canteen, security checks, etc.)
- Facility for my office (e.g. special desk, specific location of your office...)
- Other (e.g. no cleaning services in your office, adapted air conditioning or heating...)
- Prefer not to say

*** According to you, is the provision of reasonable accommodation a barrier for your job mobility?**

- Yes
- No
- Prefer not to say

Please make suggestions for possible improvements (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

Please rate your interactions and services provided by the following actors:

	1. Very satisfied	2. Satisfied	3. Neutral	4. Not so satisfied	5. Not satisfied	Prefer not to say	Not applicable
* Medical Service (Commission)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Medical Service (EEAS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Single entry point for disability issues and/or Social Support - Individual Financial Aids Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Account Management Centre (AMC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Local HR Business Correspondent teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* OIB/OIL	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* PMO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* RCAM / JSIS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* European School of Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* EPSO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Travel agency (MIPS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate your perception of the accessibility of the following IT tools and online services:

	1. Very satisfied	2. Satisfied	3. Neutral	4. Not so satisfied	5. Not satisfied	Prefer not to say	Not applicable
* SYSPER	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* EU Learn	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* RCAM/JSIS online	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Staff Matters Portal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* IT Helpdesk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Intranet of your organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* EUROPA website	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Online training sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have any other comments or suggestions related to disability and the role of your organisation for more inclusion of people with disabilities, please feel free to share them with us (optional).

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

Your experience and views of diversity and inclusion

In this part, we inquire about your perception of diversity and inclusion within the Commission, the EEAS and the executive agencies.

*** Are you aware of your organisation's actions related to diversity and inclusion (the Commission's Diversity and Inclusion Strategy and related Action Plan or the EEAS Strategy on Gender and Equal Opportunities and the Task Force implementation roadmap)?**

- I have never heard of it
- I have heard of it, but I don't know what it entails
- I am aware of it and I am familiar with the content
- Prefer not to say

*** Have you followed trainings in the area of diversity and inclusion since you joined your current organisation?**

- Yes
- Yes, focusing on the internal diversity and inclusion policy
- Yes, focusing on the external aspects of diversity and inclusion opportunity
- No, but I would be interested to
- No
- Prefer not to say

Please rate the following statements about diversity of your organisation according to your perception:

	Agree	Slightly agree	Neutral	Slightly disagree	Disagree	Prefer not to say
* I consider that my organisation is sufficiently diverse in terms of age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I consider that my organisation is sufficiently diverse in terms of gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I consider that my organisation is sufficiently diverse in terms of sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I consider that my organisation is sufficiently diverse in terms of disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I consider that my organisation is sufficiently diverse in terms of religion or belief	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I consider that my organisation is sufficiently diverse in terms of racial or ethnic origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate the following statements about the importance given to diversity by your organisation:

	Agree	Slightly agree	Neutral	Slightly disagree	Disagree	Prefer not to say
* I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards religion or belief	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards racial or ethnic origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate the following statement according to your perception:

	Agree	Slightly agree	Neutral	Slightly disagree	Disagree	Prefer not to say
* At work, I feel that I am personally respected, valued and that I have the same opportunities as others, irrespective of my personal characteristics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* At work, I feel that everybody are respected, valued and have the same opportunities irrespective of their personal characteristics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* At work, inappropriate attitudes and jokes related to age, gender, sexual orientation, disability, religion or belief, ethnic or racial origin, are not tolerated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* My management is committed to an inclusive and equal treatment of all staff members, and fights any discrimination in all of its forms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** In the last 5 years, have you observed behaviours, remarks or decisions in your workplace which made someone (including yourself) feel discriminated or unequally treated?**

- No
- Yes
- Yes and I generally speak out
- Yes but I generally do not react
- No, but I know of precise cases
- Prefer not to say

*** Please specify on which ground (several answers possible):**

- Disability
- Gender
- Sexual Orientation
- Age
- Religion or belief
- Racial or ethnic origin
- Other
- Prefer not to say

Do you want to specify or give examples (optional)?

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

*** In the last 5 years, have you or any of your visitors faced accessibility barriers in one or several buildings of your organisation ?**

- Yes
- Yes, partially
- No
- Prefer not to say

*** Please specify on what (several answers possible)**

- Access to building (lift, escalator, toilets, entrance doors...)
- Access to meeting rooms/offices
- Access to IT tools
- Other
- Prefer not to say

Please specify (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

*** Have you refrained from applying to a job vacancy, a new project or some training because of one or more personal characteristics you may have?**

- Yes
- No
- Prefer not to say

*** Please specify on which ground(s)**

- Age
- Gender
- Sexual orientation
- Disability
- Racial or ethnic origin
- Religion or belief
- Any other reason
- Prefer not to say

Please specify the other reason (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

Please rate the following statements according to your level of agreement. With my colleagues, ... :

	Agree	Slightly agree	Neutral	Slightly disagree	Disagree	Prefer not to say	Not Applicable
* I feel comfortable talking about issues related to my age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my disability (if any)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my religion or belief	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my racial or ethnic origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate the following statements according to your level of agreement. With my hierarchy, ... :

	Agree	Slightly agree	Neutral	Slightly disagree	Disagree	Prefer not to say	Not applicable
* I feel comfortable talking about issues related to my age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my disability (if any)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my religion or belief (if any)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel comfortable talking about issues related to my racial or ethnic origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** You said you (slightly) disagree, can you please specify why (several answers possible)?**

- Fear of negative impact on career (promotion, mobility, new projects etc.)
- Fear of negative impact on everyday work (harassment, limited inclusion etc.)
- Fear of negative impact on my private life
- Fear of being stereotyped
- I just want to keep my private and professional life strictly separated
- Other
- Prefer not to say

Please specify (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

Have you ever requested from your organisation any special arrangement specifically linked to your ...

	Yes, and there was no problem	Yes, and I had to convince my hierarchy	Yes, but I was refused	No, I would not dare to ask	No	Prefer not to say	Not applicable
* age (e.g. adapted working conditions, specific training...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* gender (e.g. adapted working conditions, specific training, paternity leave, medical intervention linked to transgender...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* sexual orientation (e.g. adoption of a child, same gender marriage, parental leave...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* disability , if any (e.g. adapted working conditions, adapted missions...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* religion or belief , if any (e.g. days off for a religious celebration, special diet, praying room/space...)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** Would you report a discrimination or lodge a complaint based on a discriminatory behaviour (several answers possible)?**

- Yes
- Yes, but I would not know how to
- Yes, but not formally (eg only orally or only to colleagues)
- No, as I am not sure what is considered discriminatory or not
- No, it is not worth reporting because most of times it is just a joke / it is just once / it is not a big deal
- No, I would be afraid of the negative consequences for myself or my colleagues
- No, I do not think actions would be taken anyway
- No, if it is not me who is impacted by the discrimination, because it is not my business
- No
- Other
- Prefer not to say

Please specify (optional)

*** Do you feel you are sufficiently informed and accompanied to ensure diversity, inclusion and non-discrimination in your team(s)?**

- Yes
- Yes but only on some aspects of diversity and not on others
- No
- Prefer not to say

Please specify (optional):

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

Please rate the following statements about harassment according to your perception:

	Agree	Slightly agree	Neutral	Slightly disagree	Disagree	Prefer not to say
* I feel that my organisation takes the matter of prevention and fight against psychological harassment seriously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I feel that my organisation takes the matter of prevention and fight against sexual harassment seriously	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* I know how to obtain information on support and procedures to address psychological and sexual harassment at my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Would you accept to answer additional questions to help us understand better to what extent you consider that the organisation’s workplace is safe, respectful, and free from harassment (+/- 5 minutes)?

- Yes
- No

Respect at the workplace

The European Commission, the EEAS and the executive agencies are strongly committed to ensuring a respectful and harassment-free work environment. The information collected in this part of the survey will help us better understand how respectful and safe our workplace is. At the Commission, the results of the survey will help to design a comprehensive strategy on harassment prevention and at the EEAS, the results of the survey will feed into the continuous review process of the EEAS anti-harassment policy. The outcome will also serve as a basis for monitoring trends over time.

The Staff Regulations calls on staff to “refrain from any form of psychological or sexual harassment”. Psychological harassment is defined in the Staff Regulations as “...any improper conduct that takes place over a period, or is repetitive or systematic and involves physical behaviour, spoken or written language, gestures, or any other acts that are intentional and that may undermine the personality, dignity or physical or psychological integrity of any person. Sexual harassment is defined as, “...any conduct relating to sex which is unwanted by the person to whom it is directed and which has the purpose or effect of offending that person or creating an intimidating, hostile, offensive, or disturbing environment.”

The 2006 Commission decision “on protecting the dignity of the person and preventing psychological harassment and sexual harassment”, which also applies to the EEAS since its establishment in 2011,

defined specific behaviours that may qualify as either psychological or sexual harassment. These behaviours are listed respectively in Questions 2 and 4 below.

Conflicts at the workplace

*** In the last 5 years, have you experienced a conflict situation, i.e. a dispute, a disagreement or a difficult one-off situation with a member of your team, your line manager or with another colleague?**

- Often
- Sometimes
- Seldom
- Almost never
- Never
- Prefer not to say

Psychological harassment

In the last 5 years, have you personally experienced or witnessed any of the following behaviours that occurred in the course of, were linked with, or arose at work over a period, were intentional, repetitive, or systematic ?

	Yes, I experienced that behaviour	Yes, I directly witnessed that behaviour	No, I did not experience nor witness that behaviour	Prefer not to say
* Offensive or degrading comments, particularly in public, bullying, antagonism, pressure, offensive behaviour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Refusal to communicate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Degrading remarks related to your competences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Threatening remarks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Being set unrealistic work objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Not being given work at all or being given work that does not correspond to my post	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Being isolated, set apart, excluded, rejected, ignored, disparaged, or humiliated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have witnessed or experienced any other kind of psychological harassment at the workplace, please specify if you wish so (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

*** Thinking of your most recent experience, who carried out this behaviour?**

- my direct manager
- another member of the management team
- a colleague from my unit or DG
- a colleague from another DG or institution
- a group of colleagues
- an external (e.g. expert, visitor)
- other
- prefer not to say

Sexual harassment

In the last 5 years, have you personally experienced or witnessed any of the following behaviours that occurred in the course of, were linked with, or arose out of work :

	Yes, I experienced that behaviour	Yes, I directly witnessed that behaviour	No, I did not experience or directly witnessed that behaviour	Prefer not to say
* A promise of some kind of reward in return for sexual favours, or a threat of reprisal if you rejected such a request	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Coarse or suggestive remarks, sexual innuendo	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Crude and obscene language and gestures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Exaggerated and insisting compliments on how you look	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Unwanted physical contact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Voyeurism or exhibitionism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Use of pornographic material



If you have witnessed or experienced any other sexual harassment behaviour at the workplace, please specify if you wish so (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

Thinking of your most recent experience, who carried out this behaviour?

- my direct manager
- another member of the management team
- a colleague from my unit or DG
- a colleague from another DG or institution
- a group of colleagues
- an external (e.g. expert, visitor)
- other
- prefer not to say

*** You said you experienced (at least) one of those behaviours of psychological or sexual harassment. Did you seek assistance within your organisation?**

- Yes
- No
- Prefer not to say

Please rate your interactions and the help provided by the following actors of the Institutions.

	Very satisfied	Somehow satisfied	Neutral	Not so satisfied	Not satisfied	Did not know about their existence or role	Not applicable	Prefer not to say
* Confidential Counsellors in my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Mediation service of my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Investigation and Disciplinary Office of the Commission (IDOC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Commission service in charge of requests for assistance (Article 24 of the Staff Regulations) – HR.E2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Medical service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commission service in charge of harassment prevention policy – HR.E3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Commission Security Directorate – HR.DS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* BA.HR directorate in the EEAS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* BA.01 in the EEAS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Anti-harassment coordinator in the agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* My line manager or another member of management team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* HR Business Correspondent team in my DG	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
*								

HR unit in my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Staff union representative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Other (please explain)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** How would you describe your situation now (several answers possible)?**

- I am satisfied with action taken to address the behaviour I experienced
- Some action was taken and the situation was partly addressed
- The conflict or harassment has stopped
- The organizational culture at my workplace allows this kind of behaviour to continue
- I moved to another team to avoid the behaviour
- I felt like I was punished for reporting the problem
- Other
- Prefer not to say

Please specify if you wish so (optional)?

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

*** Could you please say why you did not seek assistance (several answers possible)?**

- I did not know I could seek assistance, or how I could do it
- I was feeling uncomfortable to report any of those behaviours
- I was afraid of a negative impact on my career
- I was afraid of a negative impact on everyday work (bullying, harassment or limited inclusion)
- I do not trust the services and procedures aimed at addressing those behaviours
- Other
- Prefer not to say

Please specify if you wish so (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

According to you, what is the effectiveness of the following actions to develop and preserve a respectful workplace?

	Very effective	Somehow effective	Neutral	Not so effective	Not effective	Prefer not to say
* The organisation making clear which behaviours are unacceptable or inappropriate in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Managers addressing swiftly unacceptable or inappropriate behaviours in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Compulsory training on conflict resolution for all staff with management responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Compulsory training on harassment prevention for all staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Encouraging early, informal ways to resolve conflicts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Develop recourse to the mediation service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Raising staff's awareness on what different behaviours may constitute harassment and where to find help or information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Effective disciplinary procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have any other comments or suggestions related to the efforts your organisation could undertake to develop and preserve a respectful workplace, please feel free to share them (optional).

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

Going Further with Diversity and Inclusion

In this part, we encourage you to comment on and suggest further measures with a view to fostering diversity and inclusion.

According to you, what is the effectiveness of the following measures in advancing diversity and inclusion:

	1. Very effective	2. Effective	3. Neutral	4. Not so effective	5. Not effective	Prefer not to say
* Publicity of EU careers targetted at all sectors of EU population	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Different selection models	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Mandatory trainings on unconscious bias	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Optional trainings on unconscious bias	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Promotion of role models visibly championing equality, diversity and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Conferences and workshops to exchange on various aspects of non-discrimination (in particular, on racial and ethnic origin or on religion and belief)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* More frequent coverage of diversity issues in the Commission internal and external communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Mentoring, including reverse mentoring, programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Conference and selection panels better reflecting staff diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Would you like to propose other measures to advance diversity and inclusion? (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

In order to advance diversity and inclusion in the EU workforce, would you agree to provide in future diversity and inclusion survey(s) more personal (and still anonymous) details about ... ?

	Agree	Neutral	Disagree	Prefer not to say	Not applicable
* Your sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Your disability (if any)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Your religion or belief	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Your racial or ethnic origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
* Any other ground	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please specify (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

In addition to the main 6 grounds of discrimination listed in Art. 19 of the TFEU (gender, age, sexual orientation, disability, religion and belief, racial or ethnic origin), if you think of another type of discrimination amongst the workforce, please write it below (optional):

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

*** When you decided to apply for a position in the EU Institutions or agencies, was the anti-discrimination, diversity and inclusion policy of the EU Institutions part of your decision?**

- Yes, and it played in favour of my decision
- Yes, but it did not play in favour of my decision
- No, I did not know about it
- No, I did not think about it
- Prefer not to say

*** Would you recommend your organisation as an employer of choice regarding diversity, inclusion and respect at work?**

- Yes, totally
- Yes, for some aspects only
- Not really

- Not at all
- Prefer not to say

Please specify (optional)

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

If you have any other comments or suggestions related to the efforts your organisation makes to advance diversity and inclusion in the workforce, please feel free to share them with us (optional).

To ensure anonymity of the replies, please do not include information that will identify yourself; you must also not include any information that would make another staff member identifiable.

Thank you for taking the time to complete this diversity and inclusion survey! You have helped us monitor our ongoing commitment to equal treatment, according to individual's merits only!

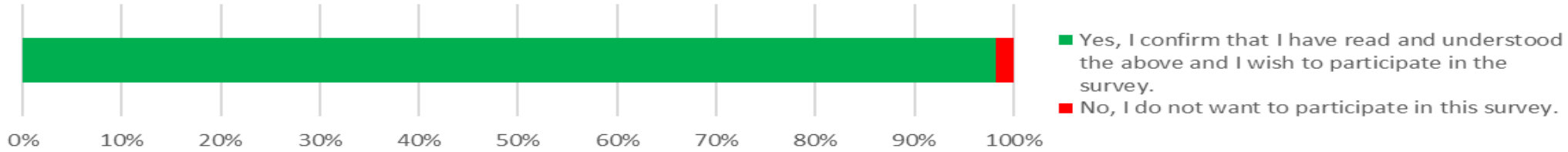
Please now click on "Submit" to finish the survey.

Annex III

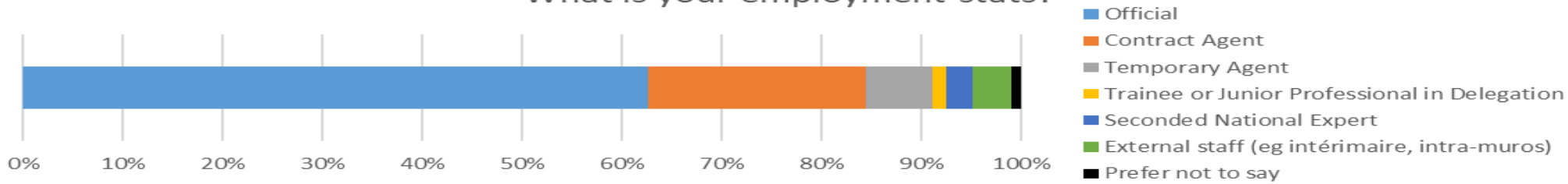
Responses to all questions

Section 1 – demographics

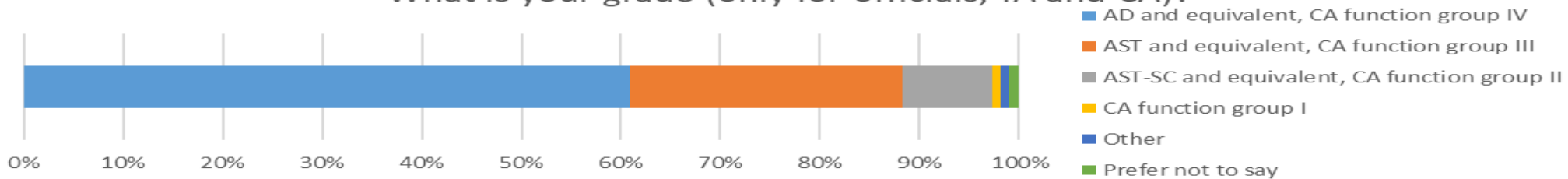
Do you give consent to participate to the survey?



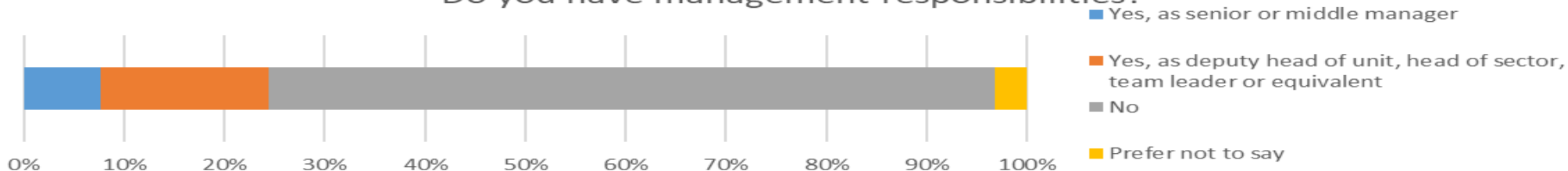
What is your employment stats?



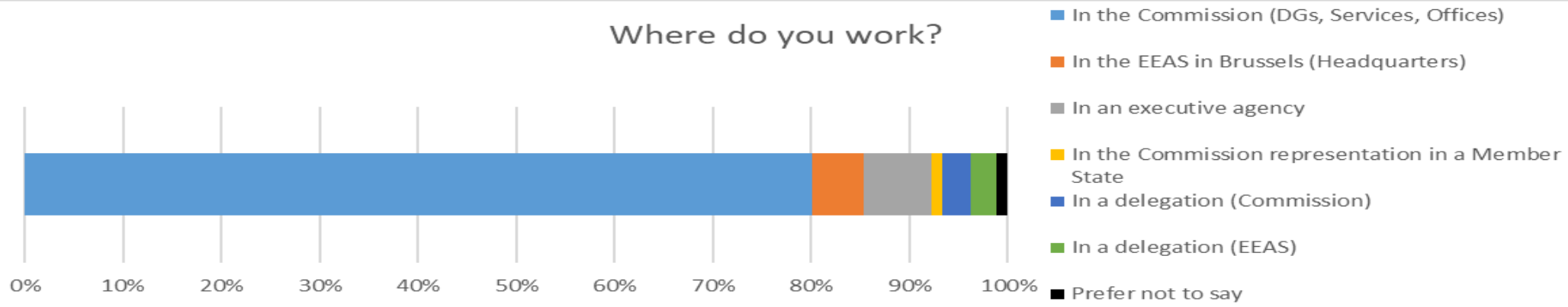
What is your grade (only for officials, TA and CA)?



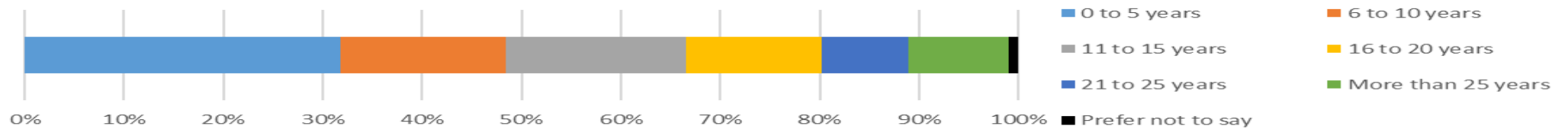
Do you have management responsibilities?



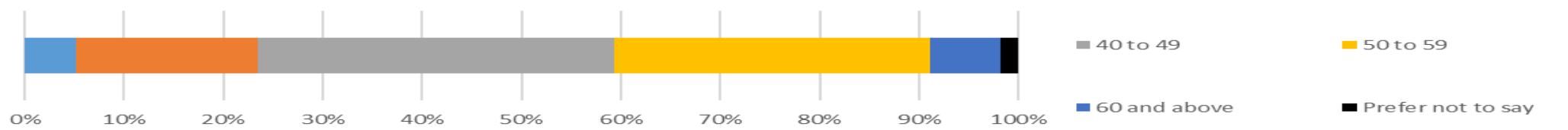
Where do you work?



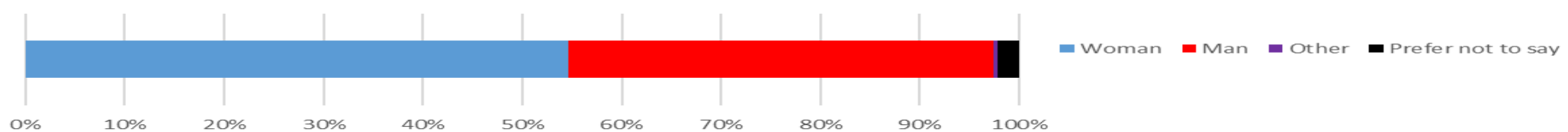
How long have you been working for your organisation?



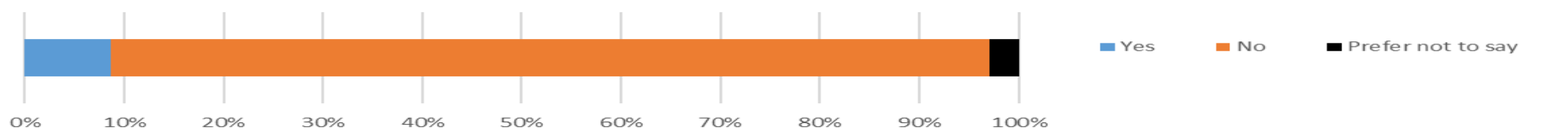
How old are you?



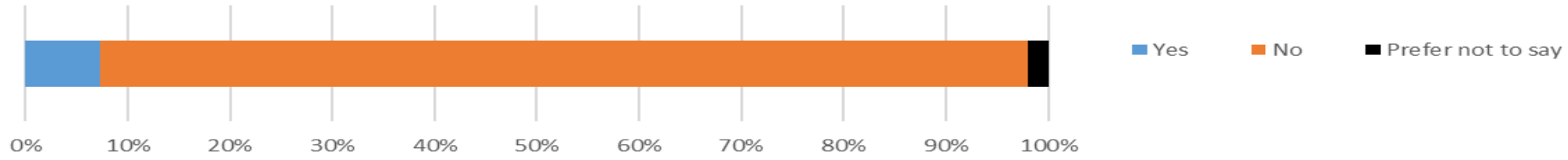
What is your gender?



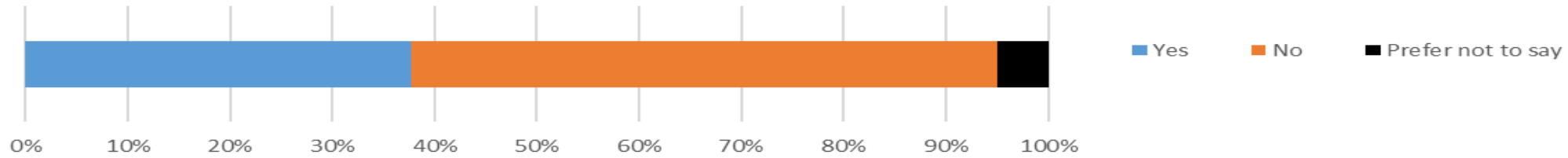
Do you identify as a LGBTIQ person?



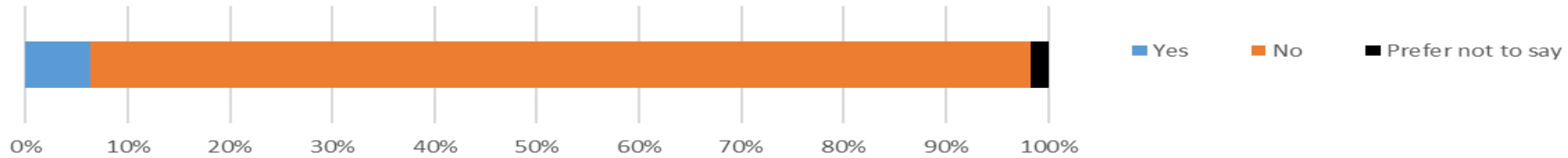
Do you identify as a person from an ethnic minority?



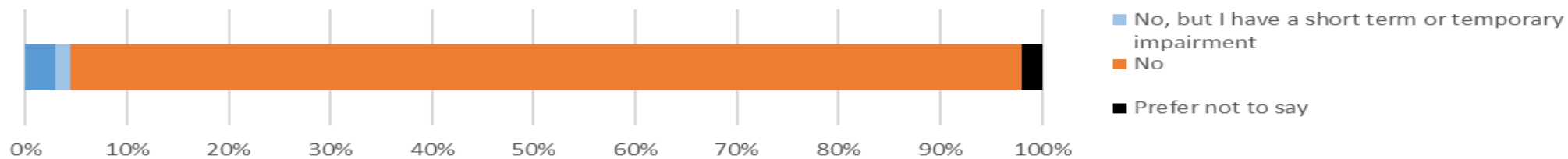
Do you identify as affiliated to a religion or belief?



Do you have a dependent with a disability?



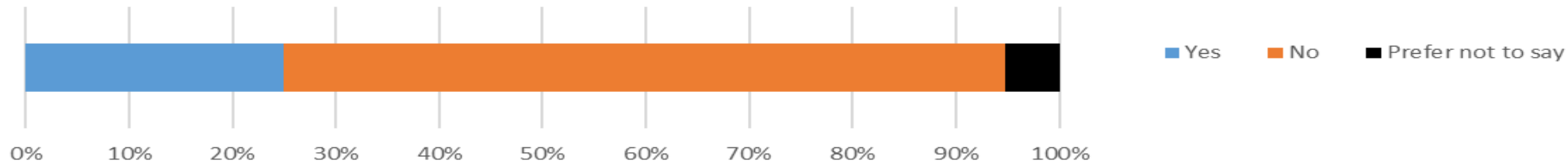
Do you have a disability?



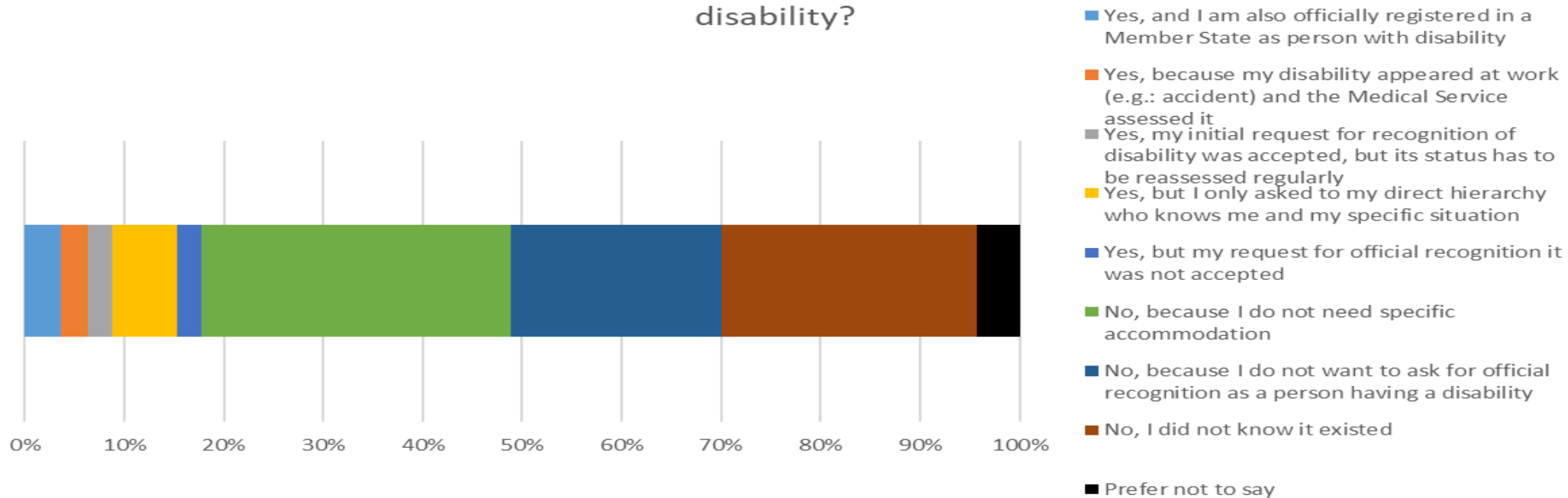
Section 2 – disability

Questions of this section were only asked to respondents who identified themselves as having a disability

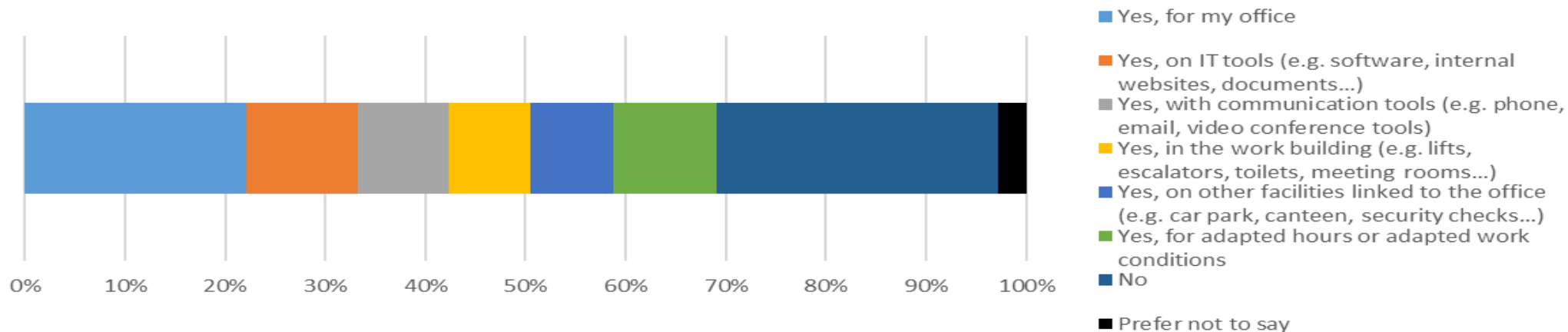
Is your disability visible to the others?



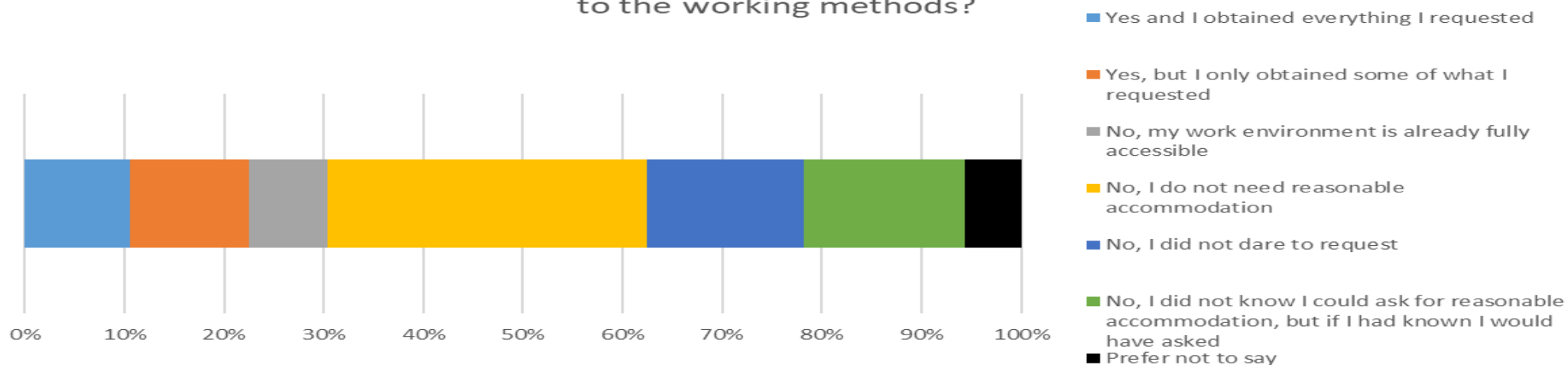
At work, have you asked to benefit of an entitlement as person with a disability?



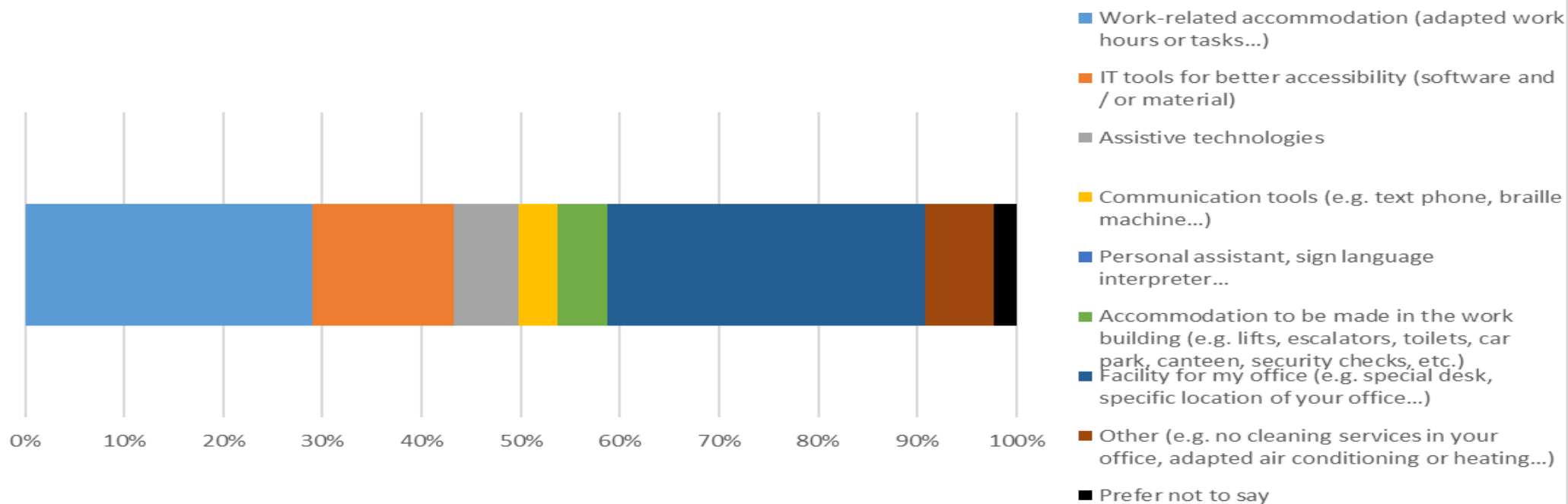
Do you know that you have the right to ask for reasonable accommodation of your workplace according to your specific needs (several answers possible)?



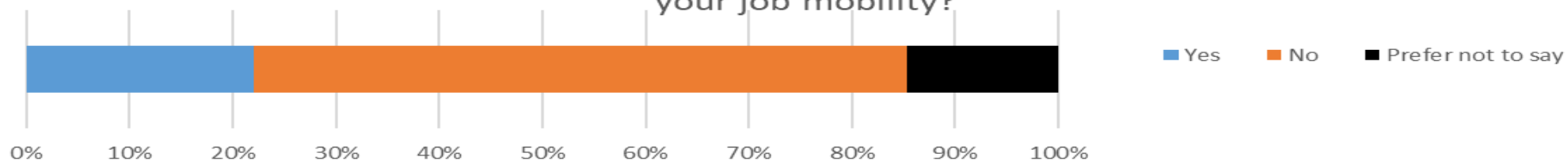
Did you request reasonable accommodation to be made to your workplace or to the working methods?



What type of reasonable accommodation did you (or would you) request (several options possible)?

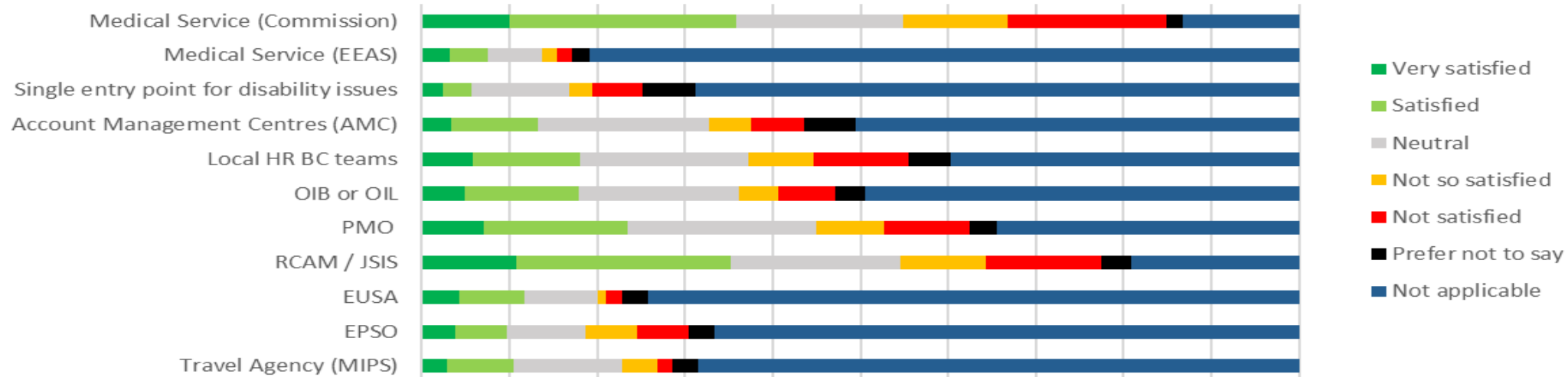


According to you, is the provision of reasonable accommodation a barrier for your job mobility?



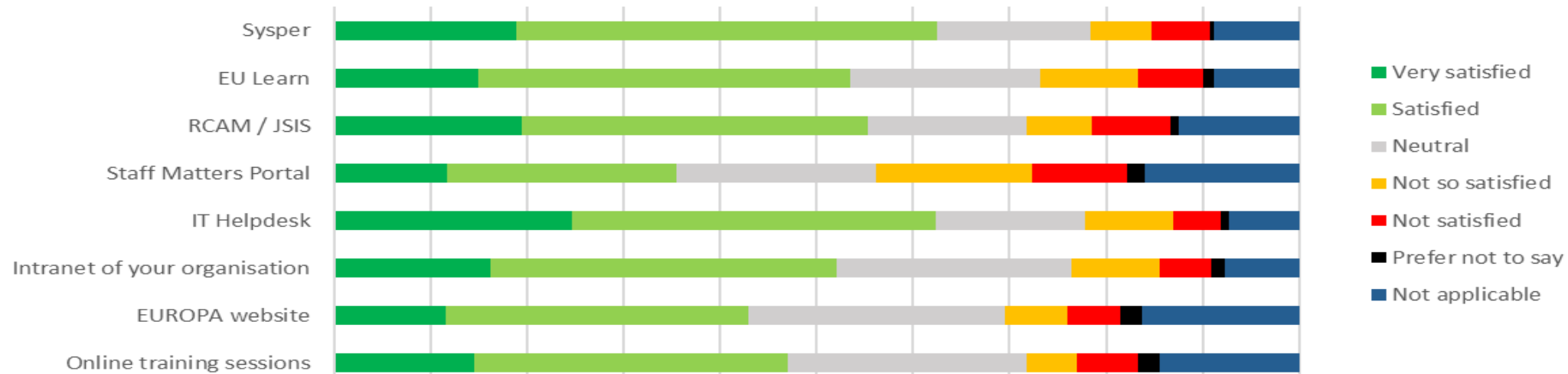
How satisfied are you with the interactions and services provided by...

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%



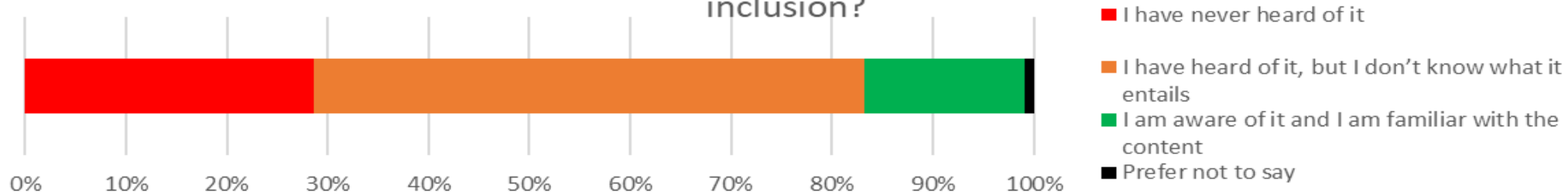
Please rate the accessibility of the following tools or services:

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

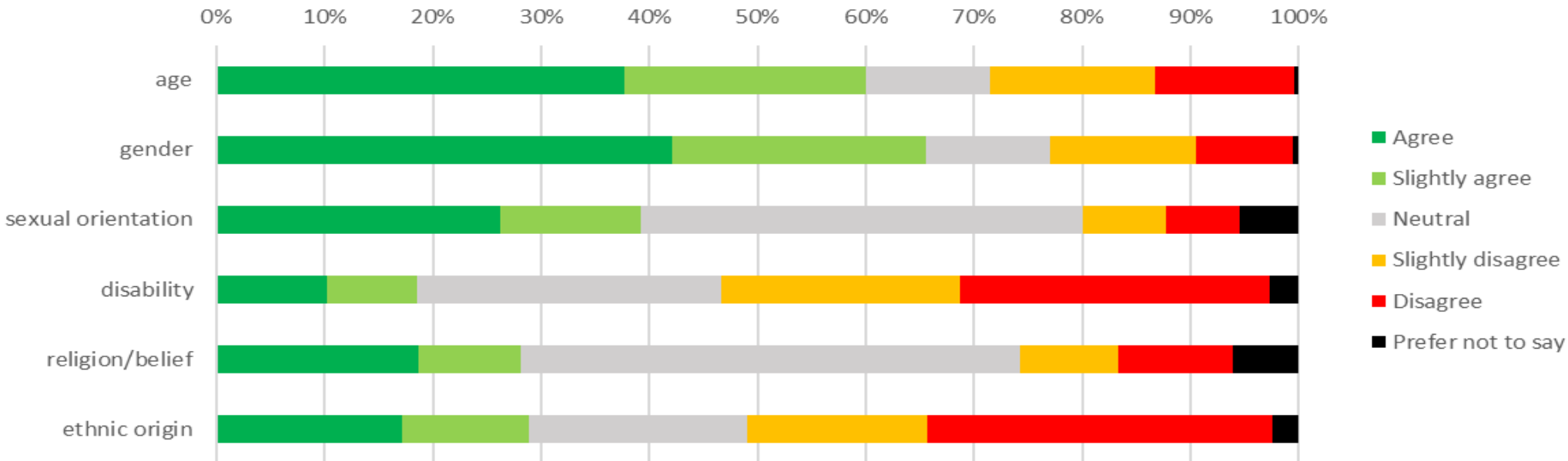


Section 3 – Perception of diversity and inclusion

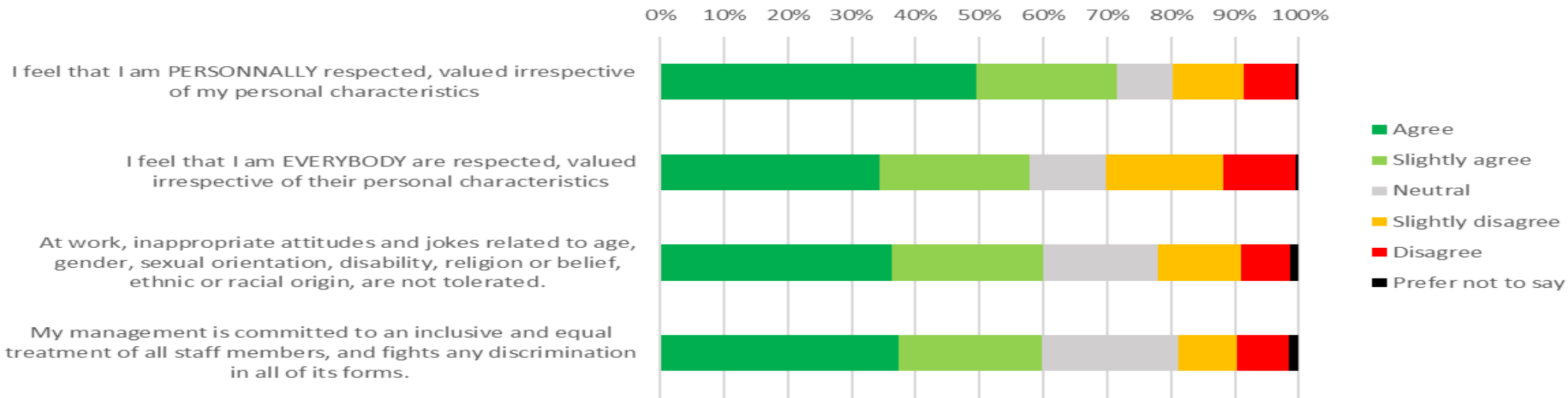
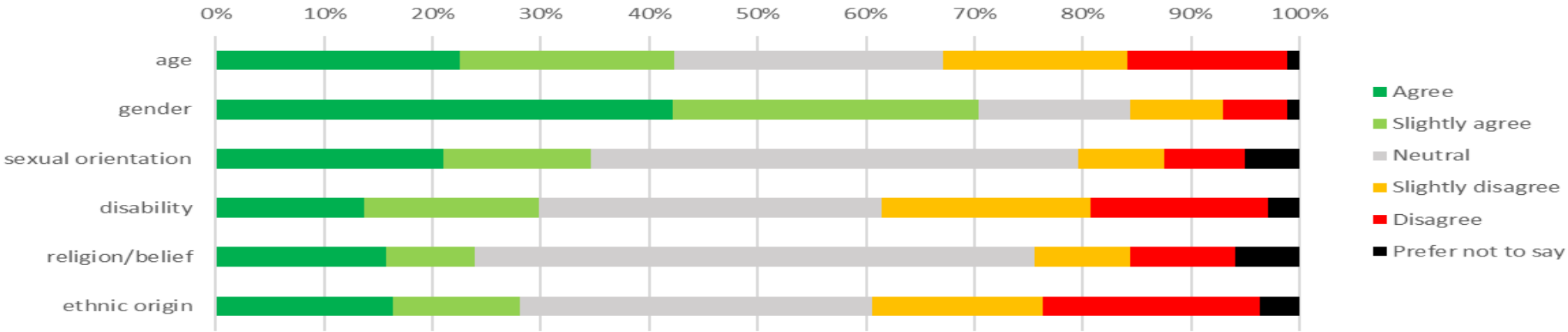
Are you aware of your organisation's actions to promote diversity and inclusion?



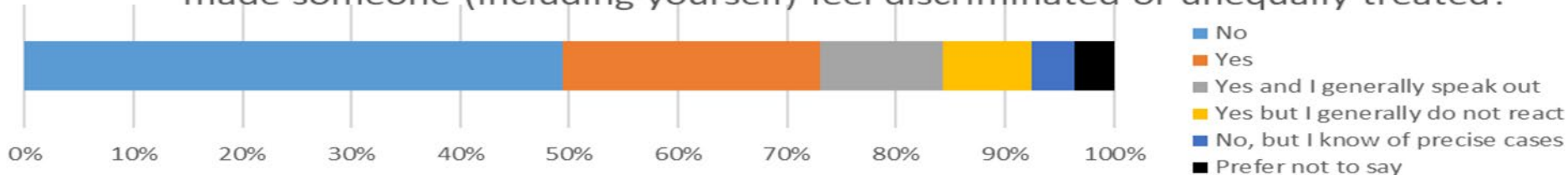
I consider that my organisation is diverse in terms of...



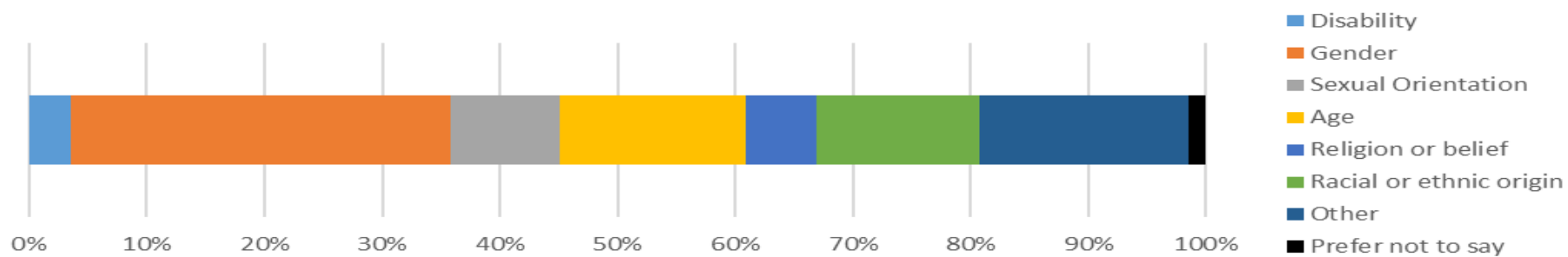
I consider that my organisation makes efforts to create a diverse and inclusive workplace in terms of...



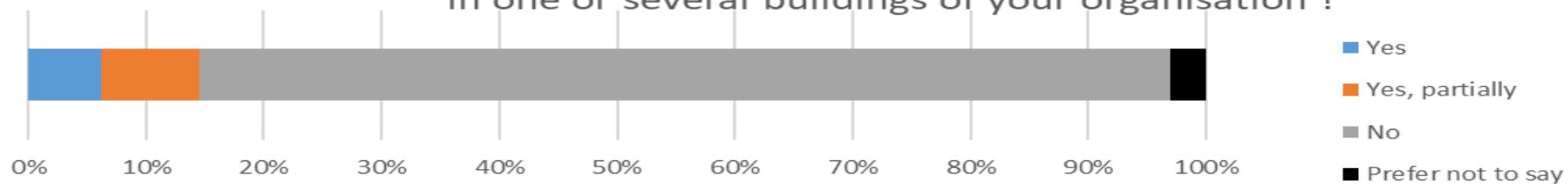
In the last 5 years, have you observed behaviours in your workplace which made someone (including yourself) feel discriminated or unequally treated?



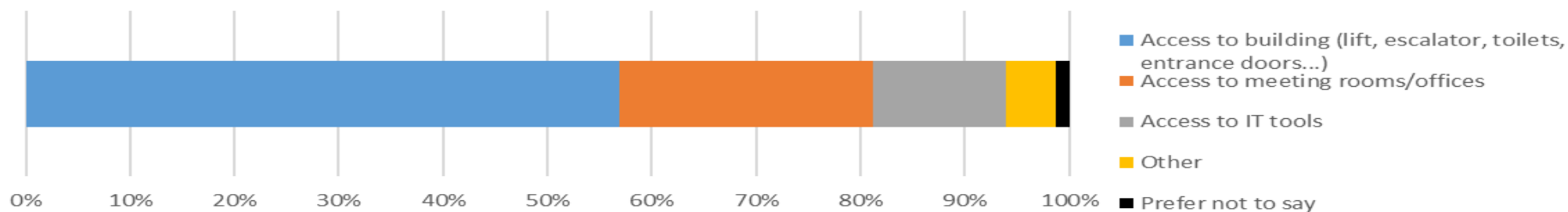
If yes, please specify on which ground (several answers possible):



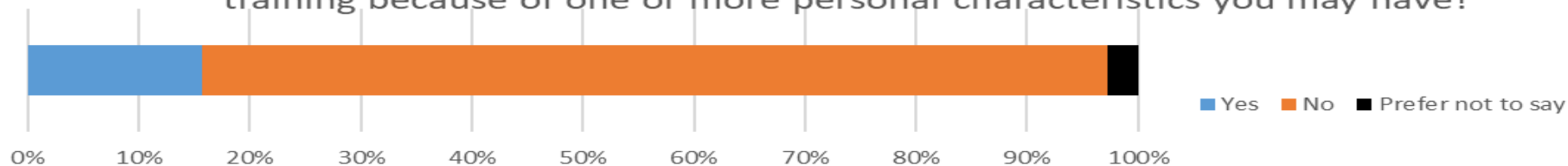
In the last 5 years, have you or any of your visitors faced accessibility barriers in one or several buildings of your organisation ?



If yes, please specify on what (several answers possible)

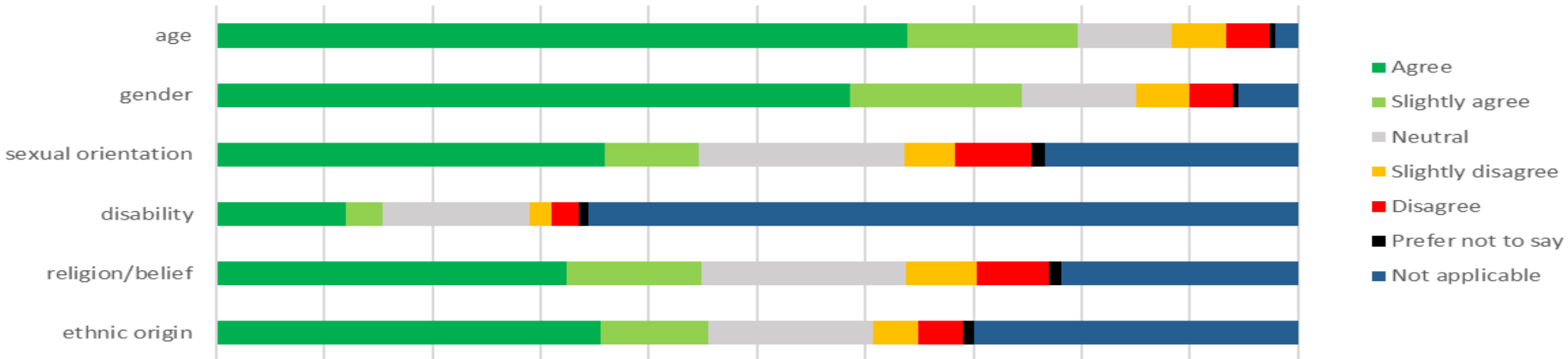


Have you refrained from applying to a job vacancy, a new project or some training because of one or more personal characteristics you may have?



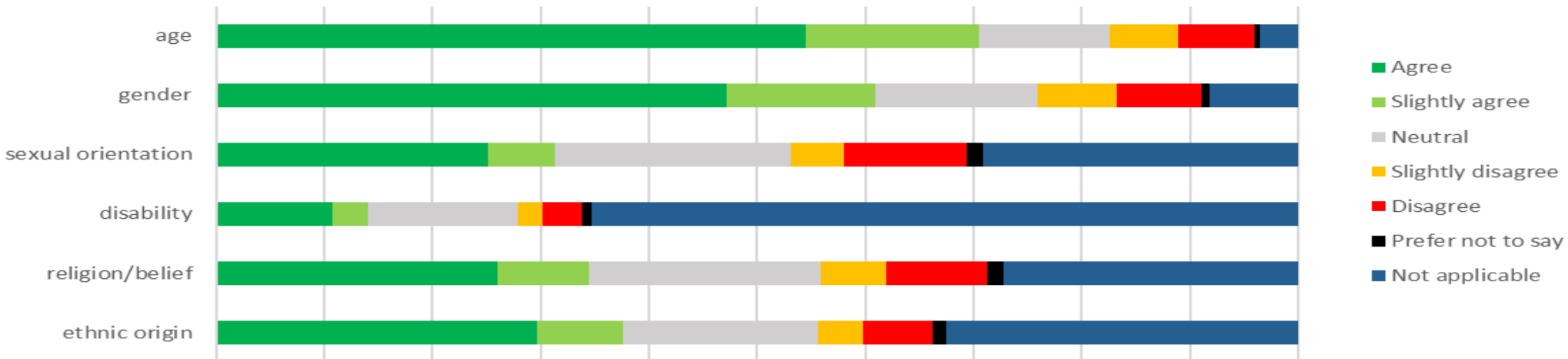
With colleagues I can speak openly about questions related to my...

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

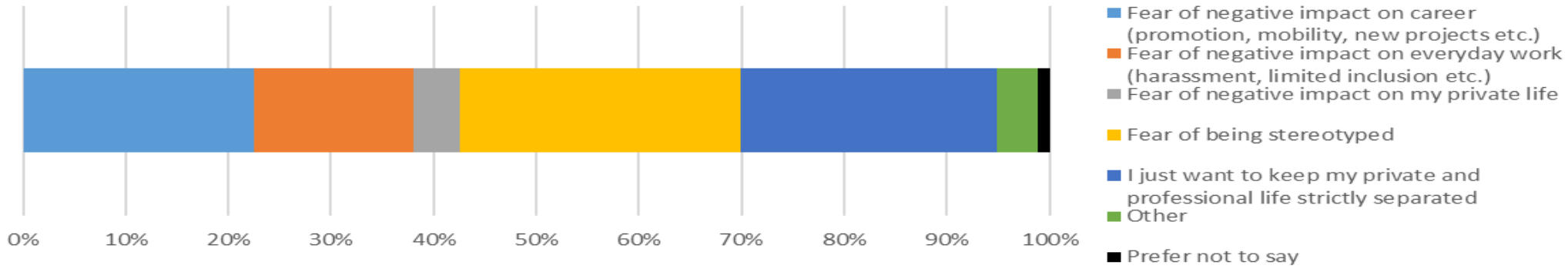


With my hierarchy I can speak openly about questions related to my...

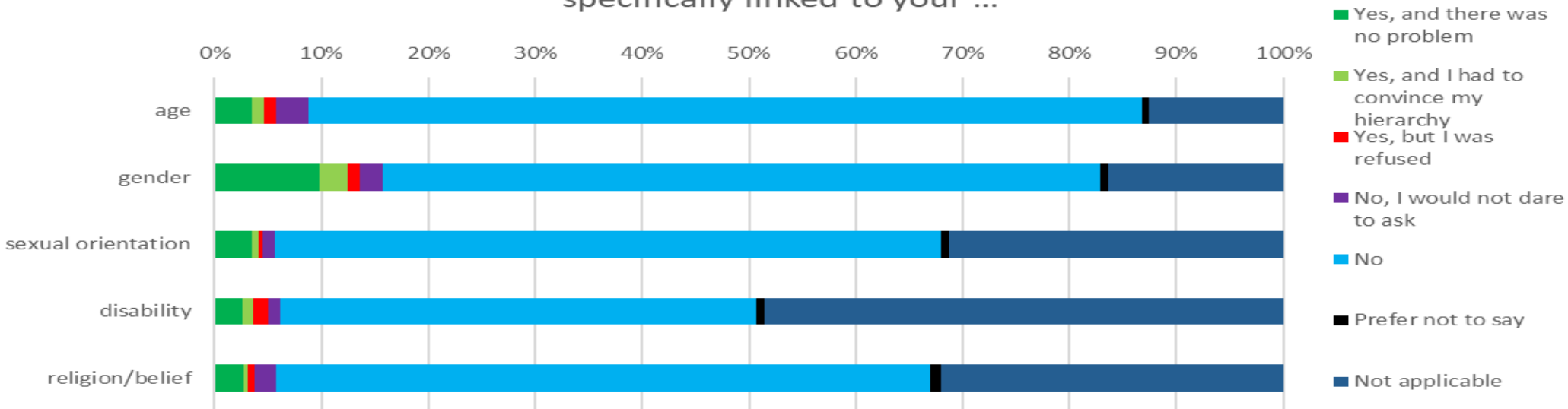
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%



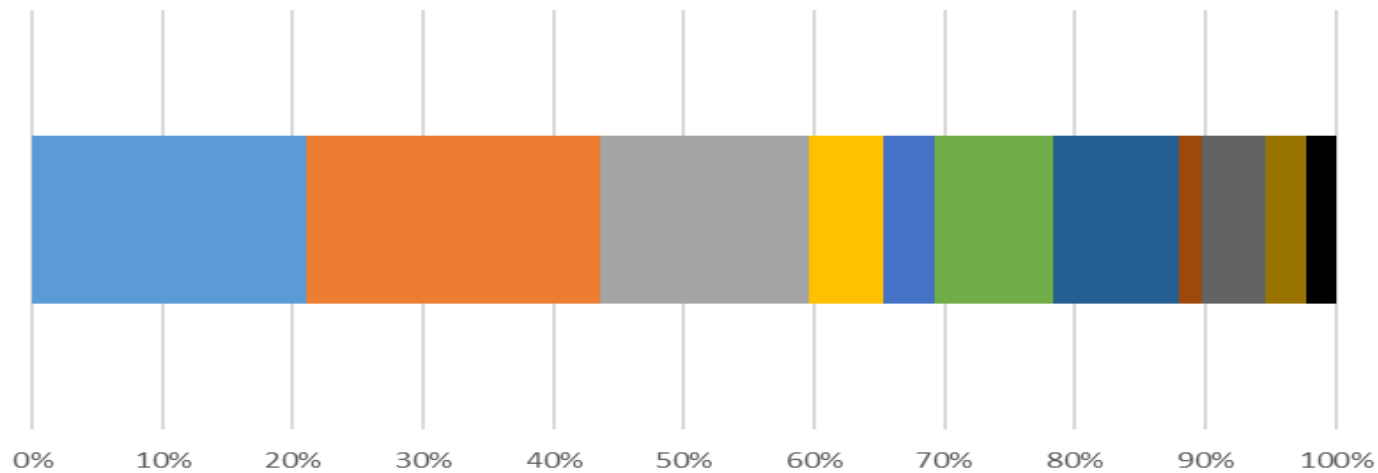
If (slightly) disagree, could you please specify why?



Have you ever requested from your organisation any special arrangement specifically linked to your ...

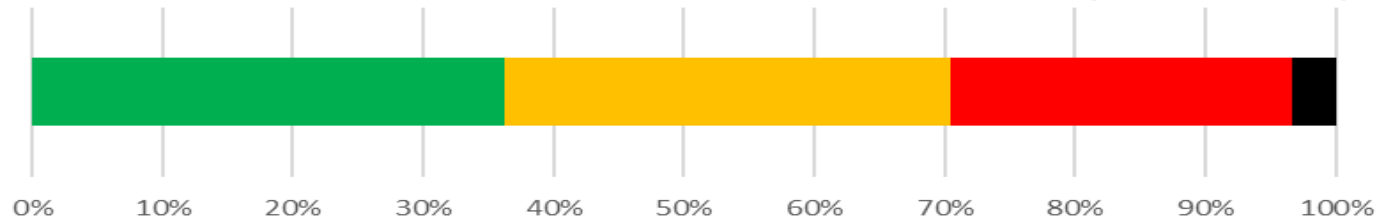


Would you report a discrimination or lodge a complaint based on a discriminatory behaviour (several answers possible)?



- Yes
- Yes, but I would not know how to
- Yes, but not formally (eg only orally or only to colleagues)
- No, as I am not sure what is considered discriminatory or not
- No, it is not worth reporting because most of times it is just a joke / it is just once / it is not a big deal
- No, I would be afraid of the negative consequences for myself or my colleagues
- No, I do not think actions would be taken anyway
- No, if it is not me who is impacted by the discrimination, because it is not my business
- No
- Other
- Prefer not to say

Do you feel you are sufficiently informed and accompanied to ensure diversity, inclusion and non-discrimination in your teams (managers only)?

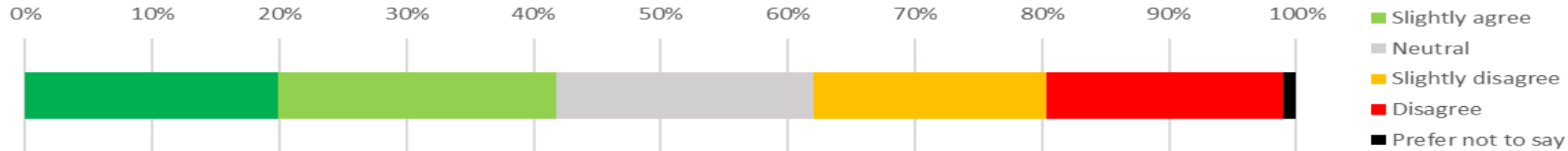


- Yes
- Yes but only on some aspects of diversity and not on others
- No
- Prefer not to say

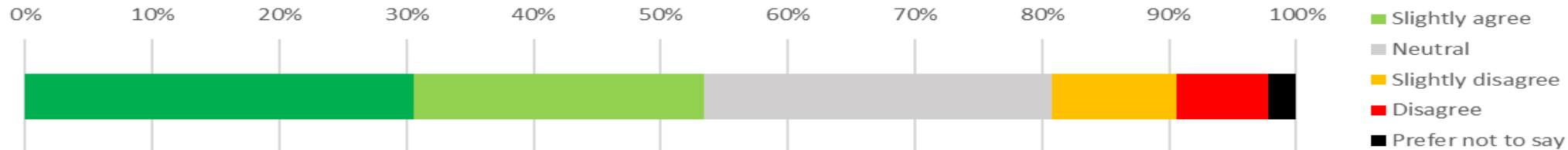
Section 4 – respect at the workplace

These are the 3 general questions related to respect at the workplace. The responses to the questions specific to this section will be presented separately.

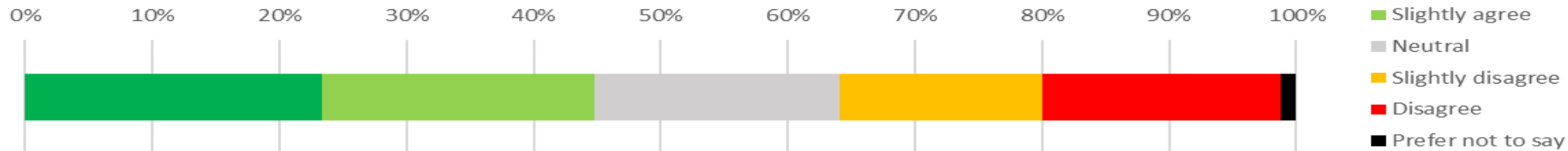
I feel that my organisation takes the matter of prevention and fight against
PSYCHOLOGICAL harassment seriously



I feel that my organisation takes the matter of prevention and fight against
SEXUAL harassment seriously

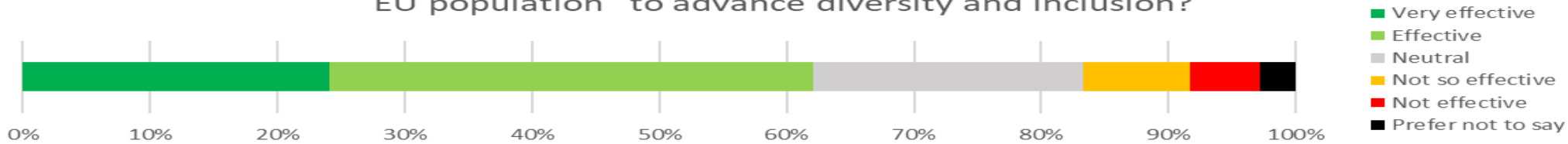


I know how to obtain information on support and procedures to address
psychological and sexual harassment at my workplace

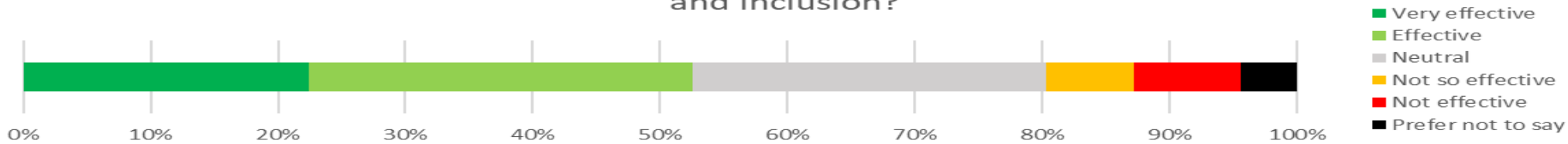


Section 5 – looking forward

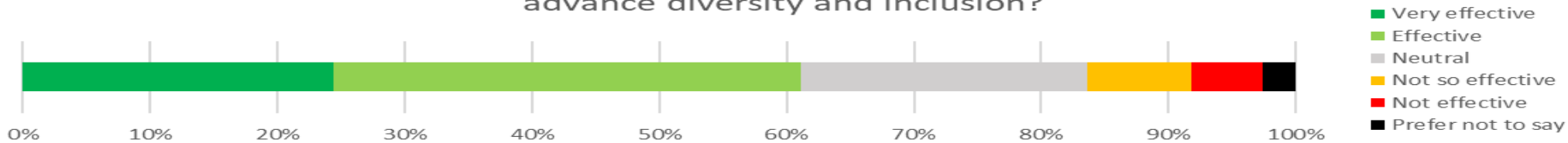
What is the effectiveness of "Publicity of EU careers targetted at all sectors of EU population" to advance diversity and inclusion?



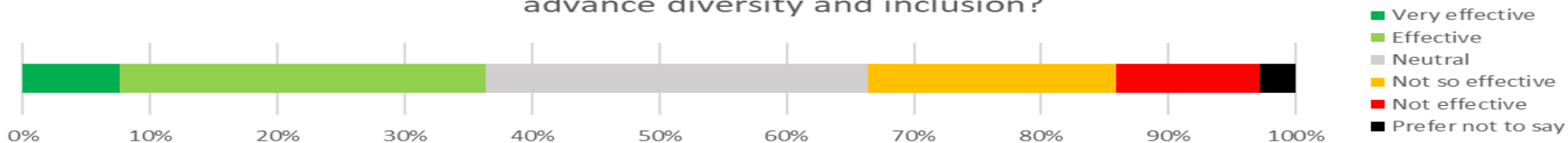
What is the effectiveness of "Different selection models" to advance diversity and inclusion?



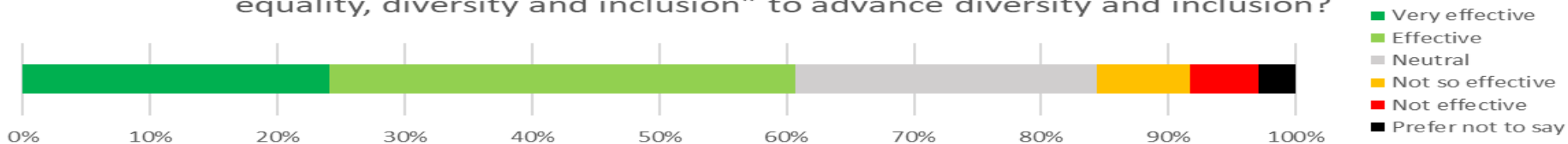
What is the effectiveness of "Mandatory trainings on unconscious bias" to advance diversity and inclusion?



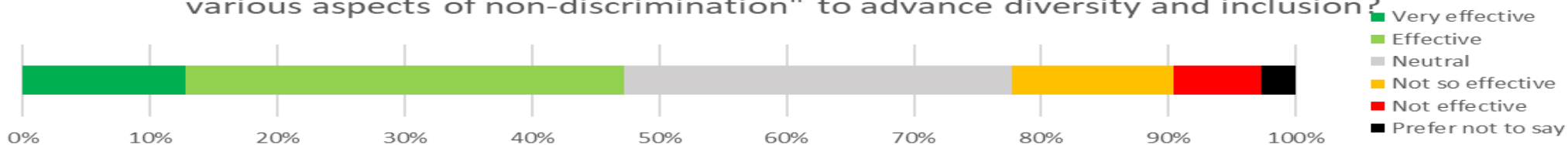
What is the effectiveness of "Optional trainings on unconscious bias" to advance diversity and inclusion?



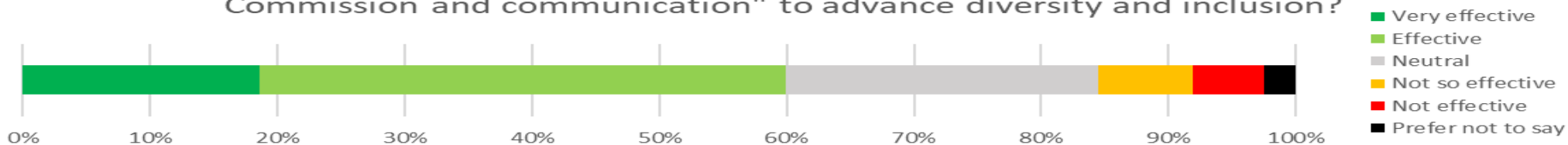
What is the effectiveness of "Promotion of role models visibly championing equality, diversity and inclusion" to advance diversity and inclusion?



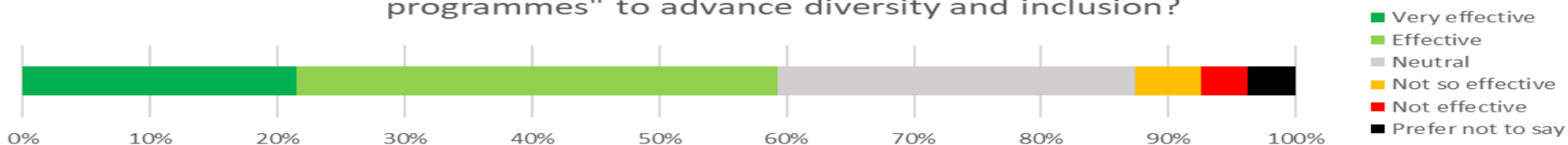
What is the effectiveness of "Conferences and workshops to exchange on various aspects of non-discrimination" to advance diversity and inclusion?



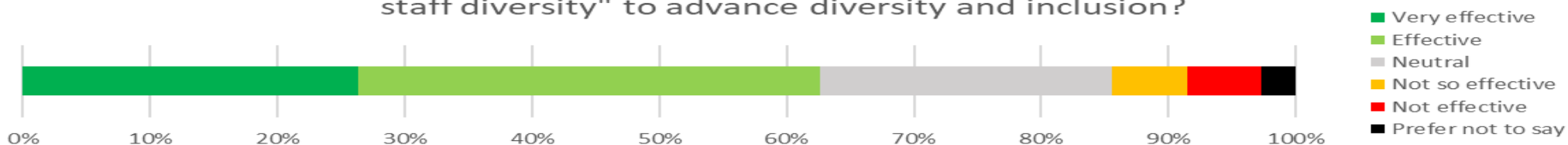
What is the effectiveness of "More frequent coverage of diversity issues in the Commission and communication" to advance diversity and inclusion?



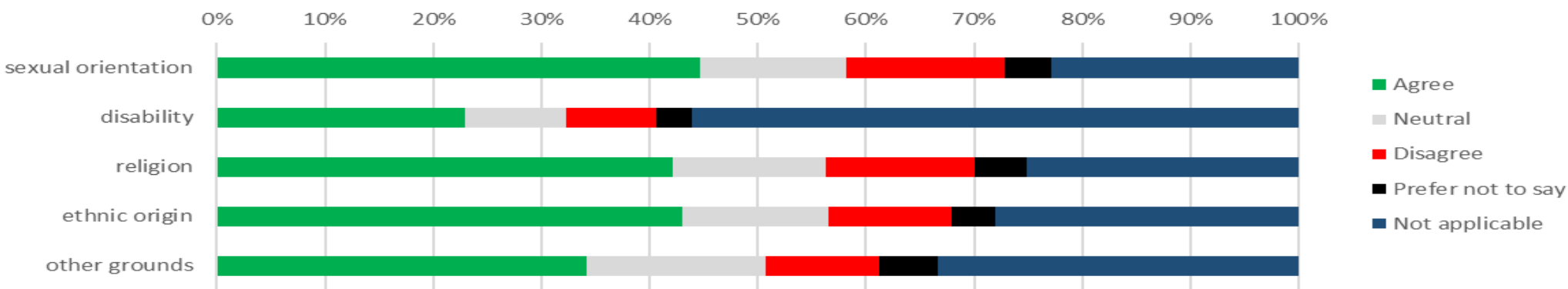
What is the effectiveness of "Mentoring, including reverse mentoring, programmes" to advance diversity and inclusion?



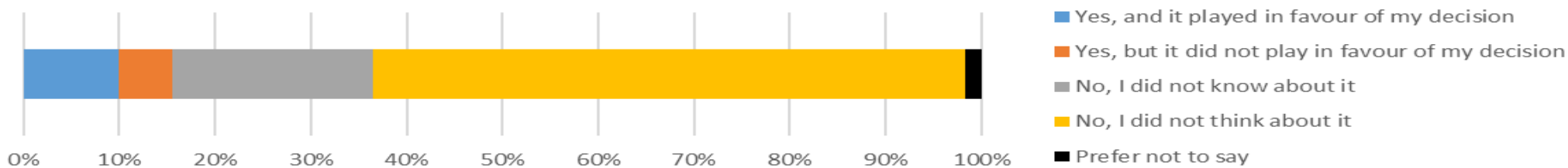
What is the effectiveness of "Conference and selection panels better reflecting staff diversity" to advance diversity and inclusion?



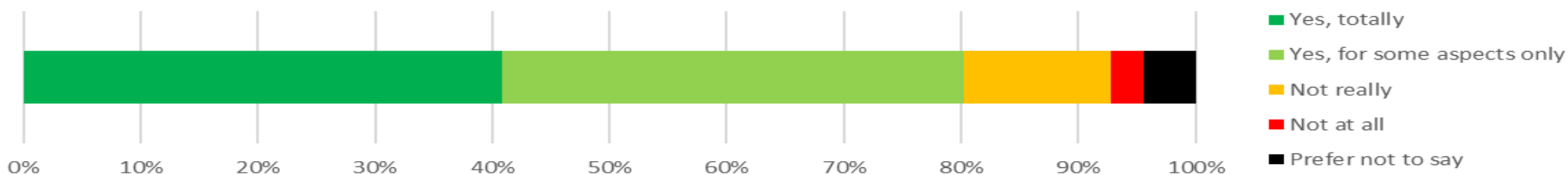
Would you agree to provide in future diversity and inclusion survey(s) more personal (and still anonymous) details about your ...



When you decided to apply for a position in the EU Institutions or agencies, was the anti-discrimination, diversity and inclusion policy of the EU Institutions part of your decision?



Would you recommend your organisation as an employer of choice regarding diversity, inclusion and respect at work?



For any question, comments or remarks on this report, please contact EC-DIVERSITY-AND-INCLUSION-SURVEY@ec.europa.eu

