



## **GUIDING PRINCIPLES ON ANTI-DISCRIMINATION AND DIVERSITY AT THE HEINRICH BOELL FOUNDATION**

The Heinrich Böll Foundation is committed to ensuring that neither employees, interns, scholarship holders, applicants, external service providers, nor visitors to the Foundation are discriminated against or disadvantaged on the basis of gender, race, religion or belief, socioeconomic status, disability or chronic illness, age, sexual or gender identity.

In line with the collective mission of "gender democracy, anti-discrimination and participation", the Heinrich Böll Foundation is committed to identifying, reducing and eliminating structurally caused discrimination against and disadvantaging of certain groups of people within the Foundation. Diversity is to be promoted and participation made possible for all groups that are disadvantaged due to the above-mentioned characteristics. Likewise, we promote gender democracy and advocate for gender diversity.

Equal treatment, appreciative communication, and trusting and respectful behaviour by all employees are part of our self-conception. We promote a management culture whose quality features include equal opportunities and sensitivity to discrimination and are committed to making it possible to balance family and career in all lifestyles and situations, from becoming parents to caring for dependents. We also create diversity-sensitive and transparent procedures for appointments to positions and committee elections. In terms of accessibility, we invest in accessible infrastructure wherever possible and strive to create accessible workplaces.

It is also part of our self-conception and attitude that the decisive factor in assessing whether a behaviour or action is discriminatory is the effect and thus the result, not the underlying motive (intention, general practice, thoughtlessness) that led to this result.

We want to become a more diverse and anti-discriminatory organization. This means driving implementation of the community mission forward in an all-encompassing way. This includes taking legal obligations seriously and implementing them in a progressive and exemplary manner, or even going beyond them.