

CEPIS DiversIT Charter Code of Conduct

The DiversIT Charter of CEPIS is an initiative with the aim to achieve more gender diversity in ICT organisations/companies in Europe at a time of digital transformation¹.

The members of the CEPIS DiversIT Charter group follow the code of conduct on a voluntary basis. There are no sanctions. In fulfilling their duties the DiversIT Charter members

- follow the general rules of respect, honesty, diligence and impartiality;
- recognise and respect the diversity of backgrounds and legal cultures of the DiversIT Charter members, as well of the applicants;
- do not publicly (e.g. electronic media) discuss pending applications and/or assessment cases. This is also valid for former members;
- work together in a sense of politeness, avoidance of harassments and good fellowship whereby disagreements and conflicts are resolved constructively. Grievances in respect of another member should first be discussed in private with the other member or in the presence of a third member;
- respect and follow the working rules established by the group for rewarding organisations/companies with the Bronze/Silver/Gold level, taking into account possible revisions/adaptations of the assessment rules.
- are committed to the goals of the DiversIT Charter in order to achieve a higher proportion of women in ICT professions in Europe and bearing in mind that diversity should be reflected in staffing policy and working conditions. Gender diversity will be an important factor in the success of the digital transformation in Europe.

¹ Examples for Codes of Conduct

- Rules of Procedure of the European Parliament 2018, cf. Annex I
https://www.europarl.europa.eu/doceo/document/RULES-8-2018-07-31-ANN-01_EN.html
- Example for a general code of conduct for employees at a company
<https://www.betterteam.com/professional-code-of-conduct>
- International Standard Organisation – ISO code of conduct for the technical work
<https://www.iso.org/publication/PUB100397.html>
- Code of Conduct of the Institute of Professional Representatives before the European Patent Office (epi)
<https://www.epo.org/law-practice/legal-texts/official-journal/2018/etc/se1/p120.html>