



Code of conduct

for individuals employed by a contractor of the EASO

BEHAVIOURAL STANDARDS

Individuals employed by a contractor of the EASO whether on or off duty shall:

- (a) abstain from all behaviour likely to compromise the prestige and the nature of the public mission in which they are involved or to bring discredit upon their organisation, or EASO;
- (b) act with fairness and impartiality in their dealings with the public and other individuals participants in EASO activities, treating all with courtesy and respect, avoiding all forms of victimisation or discrimination, bearing in mind the diverse nature of people, including backgrounds, and/or origin;
- (c) abstain from actions contrary to the public order;
- (d) refrain from using vulgar, obscene or otherwise offensive speech or gestures that could be considered abusive towards other individuals participants in EASO activities or the public.

PROHIBITED CONDUCTS

Abuse of authority

All improper use of a position of influence, power or authority is forbidden.

Discrimination

The term 'discrimination' means any unfair treatment or arbitrary action or distinction based on a person's sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or and other opinion, membership of a minority, property, birth, disability, age or sexual orientation.

All discriminatory behaviours as defined in the paragraph here above towards the public or other individuals participating in EASO activities are forbidden.

Harassment

The term 'harassment' means any improper or unwelcome conduct that might reasonably be expected to be perceived to cause offence or humiliation to another person. Harassment may take the form of words, gestures or actions which annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive work environment.

All forms of harassment as defined in the paragraph here above are forbidden.

Corruption

The use of the participation in the EASO activities for illegitimate private gains as well as the acceptance of unjustified rewards for actions taken in EASO activities is forbidden.

Consent to any form of corrupt activity is forbidden.

Use of narcotics and drugs

The use or possession of narcotics or drugs, unless prescribed for medical purposes, is forbidden.

Consumption of alcohol

The consumption of alcohol while on duty is forbidden.

Civil and criminal liability

In accordance with Articles 21 and 22 of the EASO Regulation, individuals from Member States plus Norway and Switzerland, participating in the EASO activities, shall be subject to the provisions contained therein on civil and criminal liability.

PROVISIONS

Reporting

Individuals participating in EASO activities who have reason to believe that a violation of the present Code of Conduct has occurred, or is about to occur, are obliged to report the matter to the Executive Director of EASO through the responsible officer in EASO via the appropriate channels.

Sanctions

In the case of violation of the present Code of Conduct by an individual employed by a contractor of the EASO, the contractor shall take adequate measures, which may include the immediate removal of the individual from the current activities in the contract (and eventual others the individual has in the EASO).