



Integrity Code Inclusive Works

Our integrity code serves as a baseline for fundamental principles that are essential to our employees and other affiliated people when working for or assisting projects of Inclusive Works.

The integrity code includes fundamental principles on human rights, equal opportunities and minority protection. This means, for example, that Inclusive Works and people who are directly involved in it are aware that they may not incite hatred or the use of force and fully comply with this ethical norm. Our Directors, supervisors and representatives of Inclusive Works have never been condemned for any crimes of this nature. In addition, Inclusive Works and people who are directly involved in the organisation, seek and use the most sustainable ways of transportation, usage of office space and materials.

Specifically, Inclusive Works adheres to and aims at protecting:

Charter of Fundamental Rights of the European Union

Article 1

Human dignity

Human dignity is inviolable. It must be respected and protected.

Article 10

Freedom of thought, conscience and religion

1. Everyone has the right to freedom of thought, conscience and religion. This right includes freedom to change religion or belief and freedom, either alone or in community with others and in public or in private, to manifest religion or belief, in worship, teaching, practice and observance.
2. The right to conscientious objection is recognised, in accordance with the national laws governing the exercise of this right.

Article 11

Freedom of expression and information

1. Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers.

2. The freedom and pluralism of the media shall be respected.

Article 21

Non-discrimination

1. Any discrimination based 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, birth, disability, age or sexual orientation shall be prohibited.

Article 22

Cultural, religious and linguistic diversity

The Union shall respect cultural, religious and linguistic diversity.

Article 23

Equality between men and women

Equality between men and women must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.

Article 24

The rights of the child

1. Children shall have the right to such protection and care as is necessary for their well-being. They may express their views freely. Such views shall be taken into consideration on matters which concern them in accordance with their age and maturity.

2. In all actions relating to children, whether taken by public authorities or private institutions, the child's best interests must be a primary consideration.

Article 25

The rights of the elderly

The Union recognises and respects the rights of the elderly to lead a life of dignity and independence and to participate in social and cultural life.

Article 26

Integration of persons with disabilities

The Union recognises and respects the right of persons with disabilities to benefit from measures designed to ensure their independence, social and occupational integration and participation in the life of the community.

International Covenant on Civil and Political Rights

Article 1

1. All peoples have the right of self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development.

Article 19

1. Everyone shall have the right to hold opinions without interference.
2. Everyone shall have the right to freedom of expression; this right shall include freedom to seek, receive and impart information and ideas of all kinds, regardless of frontiers, either orally, in writing or in print, in the form of art, or through any other media of his choice.

Article 24

1. Every child shall have, without any discrimination as to race, colour, sex, language, religion, national or social origin, property or birth, the right to such measures of protection as are required by his status as a minor, on the part of his family, society and the State.

Convention on the Protection and Promotion of the Diversity of Cultural Expressions

Article 2

Guiding principles

1. Principle of respect for human rights and fundamental freedoms: Cultural diversity can be protected and promoted only if human rights and fundamental freedoms, such as freedom of expression, information and communication, as well as the ability of individuals to choose cultural expressions, are guaranteed. No one may invoke the provisions of this Convention in order to infringe human rights and fundamental freedoms as enshrined in the Universal Declaration of Human Rights or guaranteed by international law, or to limit the scope thereof.
3. Principle of equal dignity of and respect for all cultures: The protection and promotion of the diversity of cultural expressions presuppose the recognition of equal dignity of and respect for all cultures, including the cultures of persons belonging to minorities and indigenous peoples.
7. Principle of equitable access: Equitable access to a rich and diversified range of cultural expressions from all over the world and access of cultures to the means of expressions and dissemination constitute important elements for enhancing cultural diversity and encouraging mutual understanding.

Hyperlinks:

ICCPR ENG - <https://www.ohchr.org/Documents/ProfessionalInterest/ccpr.pdf>

ICCPR NL - https://wetten.overheid.nl/BWBV0001017/1979-03-11#Verdrag_2

CFREU ENG - http://www.europarl.europa.eu/charter/pdf/text_en.pdf

CFREU NL - <https://eur-lex.europa.eu/legal-content/NL/TXT/PDF/?uri=CELEX:12012P/TXT&from=EN>

CPPDCE ENG - <http://unesdoc.unesco.org/images/0014/001429/142919e.pdf>

CPPDCE NL - <https://wetten.overheid.nl/BWBV0004039/2010-01-09>