

Public Commitment to a Non-Discriminatory Organizational Culture



At INDRC and CLARA, we believe that scientific excellence, innovation, and responsible institutional growth can only flourish in an environment built on respect, fairness, dignity, trust, openness, and equal opportunity. A non-discriminatory organizational culture is therefore one of our core institutional values and an essential foundation for achieving our mission in interdisciplinary research, innovation, and international collaboration.



We are committed to creating and maintaining a workplace where every individual regardless of gender, nationality, age, disability, family status, ethnic or social background, religion, language, career stage, or any other personal characteristic protected by law or ethical standards is treated fairly and with equal respect. Diversity of perspectives, experiences, and expertise strengthens better decision-making, improves research quality, fosters creativity, and enables more resilient teams.



This commitment applies across all stages of the institutional lifecycle, including recruitment, onboarding, training, supervision, promotion, remuneration, research collaboration, leadership participation, conference representation, authorship recognition, mobility opportunities, and everyday workplace interactions. For example, all job advertisements use inclusive and gender-neutral language, selection processes rely on transparent competence-based criteria, internal meetings and retreats are expected to uphold respectful communication standards, and all employees have access to equal development and mentoring opportunities.

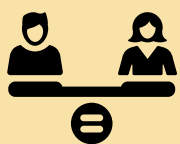


INDRC and CLARA maintain a zero-tolerance approach to discrimination, bullying, harassment, retaliation, micro-discrimination, exclusionary conduct, and any unequal treatment, whether direct or indirect. This includes inappropriate workplace behavior, biased decision-making, exclusion from opportunities, offensive communication, or any conduct that undermines a safe and respectful working environment. Confidential reporting channels, leadership accountability, and clear grievance mechanisms are established to ensure concerns can be raised safely and addressed fairly.

The importance of this commitment goes beyond legal compliance. A strong non-discriminatory culture directly supports:



- research excellence and integrity
- talent attraction and retention
- international competitiveness
- mental well-being and workplace trust
- innovation through diverse viewpoints
- responsible leadership and governance
- alignment with Horizon Europe, HR excellence, and ERA priorities



These principles are embedded into our Code of Conduct, Work Regulations, INDRC Values, Ethical Codex, Gender Equality Plan, HR Strategy, onboarding framework, and internal training programs. Dedicated awareness sessions on equal treatment, diversity, unconscious bias, respectful communication, and anti-harassment form part of the regular institutional training cycle.



By publicly declaring this commitment, INDRC and CLARA reaffirm their ambition to be a model research institution and Center of Excellence in Central and Eastern Europe, where people can contribute their best work in a culture defined by inclusion, fairness, collaboration, and mutual respect.