

## Equal Chances in Companies

is a project within the framework of the EQUAL Programme of the EU

and

develops remedial actions and instruments to prevent racial discrimination in the workplace.

## Codes of Conduct

The project focuses on the joint development of Codes of Conduct with the selected enterprises. This process is supported both by scientific findings as well as proven methods from human resource and organisational development methods.

These Codes of Conduct constitute a record of shared rules and values. Their implementation is based on a strong commitment of the organisation and its employees.

We provide support and guidance during the process which attempts to develop a company's Code of Conduct on Diversity and to introduce crucial tools for its implementation.

## Key Aspects of Activity

- carrying out studies on racial discrimination on the Viennese labour market
- carrying out studies on international examples of 'best practice' to reduce discrimination
- conducting interviews with national and international experts
- detailed assessment of the companies' status quo with respect to discrimination and equal opportunities
- developing of Codes of Conduct together with selected companies, as well as
- consultancy and coaching concerning the implementation process of Codes of Conduct
- development and implementation of specific target group trainings in companies
- awareness raising through occupational health services and training of occupational health staff dealing with issues of racism and discrimination in companies

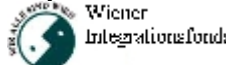
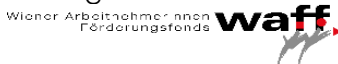
## Products

- database with examples of 'best practices' in European companies
- screening instruments which facilitate the assessment of discrimination within the company
- handbook and project planning guidelines for the development and implementation of Codes of Conduct in companies
- [www.gleiche-chancen.at](http://www.gleiche-chancen.at) Info-Platform for entrepreneurs and employees who intend to reduce discrimination within the company and take remedial action
- free downloads available at: [www.gleiche-chancen.at](http://www.gleiche-chancen.at)
- **20/21 January 2005** conferences for entrepreneurs and employees

Contact:

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## The Team

- European Centre for Social Welfare Policy and Research (EZ),
- I.B.G. Institute of Occupational Health Promotion,
- ZARA - Counseling for Victims and Witnesses of Racism.
- Project Co-ordinator:  
 Wiener Integrationsfonds
- Financial Management: Vienna Employment Promotion Fund Program Management GmbH  
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Strategic partners:

Chamber of Labour – Vienna

Chamber of Commerce - Vienna

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