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Answer given by Mr Serafin
on behalf of the European Commission
(23.6.2025)

The Staff Regulations¹ prohibit discrimination based on any ground and promote equal opportunities. In the new mandate, the Commission will continue to improve recruitment and talent management to attract and retain a skilled, diverse, versatile, and motivated workforce².

As part of its Human Resources Strategy³, the Commission is working on attracting and catering for the needs of diverse staff, including people with disabilities, and aims for a discrimination free and accessible workplace. The Diversity and inclusion in the workplace action plan 2023-2024⁴ includes more targeted actions in this area. The European Personnel Selection Office and the Commission provide support to candidates with medical conditions and offer reasonable accommodation⁵.

Fostering access to quality and sustainable jobs is one of the priorities of the Strategy for the Rights of Persons with Disabilities⁶. The Commission cooperates with stakeholders focusing on specific disabilities, and financially supports organisations such as Autism Europe. The Commission also takes into account the European Parliament Resolution of 4 October 2023 on harmonising the rights of autistic persons⁷ in its action.

¹ OJ L 56, 4.3.1968, p. 1.

² https://commission.europa.eu/document/download/58e66b7e-850f-439f-b448-652cc4f6743e_en?filename=mission-letter-serafin.pdf.

³ C(2022) 2229 final, 5.4.2022.

⁴ https://commission.europa.eu/document/download/196676b9-9b29-4034-84ca-d75d3cd5912c_en?filename=fact-sheet-diversity-inclusion-in-workplace-action-plan-2023-2024_en_0.pdf.

⁵ C(2004)1318, 07.04.2004; <https://eu-careers.europa.eu/en/selection-procedure/equal-opportunities-diversity-inclusion>.

⁶ COM/2021/101 final, 3.3.2021.

⁷ P9_TA(2023)0343.