

EN

E-004015/2025

Answer given by Mr Serafin
on behalf of the Commission
(27.4.2026)

1. The European Personnel Selection Office (EPSO) is strongly committed to upholding the principles of equal opportunities and equal access in its selection procedures¹. EPSO does not use telephone-based language tests. Candidates with a disability or a medical condition may request reasonable accommodations when applying. Every request for special adjustments is analysed on a case-by-case basis. The main goal is to make competitions accessible for all candidates, including those with specific needs.

2. EPSO ensures that its service providers apply accessibility requirements and that appropriate alternative arrangements are available where necessary. For example, accessibility specifications are included in EPSO's calls for tenders and contracts for external service providers; contractors must implement accessibility measures and reasonable accommodations according to EPSO's instructions and candidates can provide feedback on their test experience through a satisfaction survey.

3. The recruitment of Commission staff is governed by the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Union, ensuring no discrimination based on disability. The Commission applies this principle of equal opportunities, and all qualified candidates are invited to apply through the various recruitment channels. Candidates with a medical condition or any type of disability can ask for assistance throughout the selection and recruitment procedure.

¹ For more information on EPSO's equal opportunities, diversity and inclusion policy, please refer to <https://eu-careers.europa.eu/en/selection-procedure/equal-opportunities-diversity-inclusion>.