



Supplementary information to the Code of Conduct

Religious practice in the workplace

Principles and frameworks

CERN is grounded on international collaborations. As a laboratory open to the world, it has since decades been hosting an increasingly diverse workforce: people of different languages, cultures, customs, and traditions.

A genuine respect for all those differences is a fundamental aspect of the laboratory, and in line with international conventions, CERN respects the freedom of thought, conscience and religion.

CERN's current frameworks for behaviour in the workplace, notably the principles of the Staff Rules and Regulations, the values of the Organization, the Code of Conduct and the Diversity Policy, reaffirm the principles of equality and non-discrimination, together with the principle of 'living together' and, in particular, based on the value of diversity founded on the principles of "appreciating differences, fostering equality and promoting collaboration". Standards of behaviour must comply with these frameworks regardless of religious convictions.

The Organization places the fulfilment of its mission, the operation of its services and installations and the safety and security on its site above the expression of individual beliefs and opinions in the workplace.

The Organization considers religious practice a private matter. Thus, requests based on religious practices are treated in the same manner as other private requests within existing frameworks.

The Diversity Office can provide guidance on the overall framework governing religious practice in the workplace. Specific requests and questions should be submitted via individual channels (e.g. Supervisors, HR representatives, Users' Office, Ombuds).