

STATEMENT ON CULTURAL DIVERSITY



The Association of German Language Tour Operators (FDSV) represents the interests of its member companies to customers, policymakers and service providers in Germany and abroad. Global exchange and international cooperation are central to our work. Accordingly, the FDSV, in the name of its member companies, positions itself strongly against any form of marginalisation, discrimination, xenophobia or racism.

The diversity of our modern society, which is influenced by the processes of globalisation and demographic change, influences everyday life in Germany. We can only succeed as a society if we acknowledge and value the existing diversity. This applies to diversity in our member companies and to the diverse needs of our customers and business partners.

The diversity of employees, with their various skills and talents, opens up possibilities for innovative and creative solutions.

By implementing this commitment to diversity in our organisations, we seek to create working and living environments that are free of prejudice. We believe that all of our customers, staff members and business partners should enjoy the same degree of respect and appreciation irrespective of their gender, gender identity, nationality, ethnic background, religion, ideology, disability, age, sexual orientation or identity. The appreciation and promotion of these diverse potentials creates advantages for our organisations and our civil society.

The climate of acceptance and mutual trust fostered by our organisation has positive effects on our reputation among our business partners and customers, both in Germany and in other countries of the world.

In the context of this Statement, we are committed

1. to cultivating an organisational culture characterised by mutual respect and the appreciation of each and every individual. We lay the groundwork for this culture by ensuring that all employees and their superiors recognise, share and practice these values. Executives and other senior managers play a particularly important role in this context.
2. to reviewing our personnel processes and ensuring that they not only take into consideration the diverse skills and talents of all employees, but also reflect our standards of integrity and excellence.
3. to recognising the diversity of society both within and outside the organisation, to appreciating the associated potentials and to tapping into these potentials in a way that is profitable for the company or institution.
4. to ensuring that the implementation of this Statement is a subject of internal and external dialogue.
5. to providing information on our activities and the progress we have made in the promotion of diversity and respect.
6. to keeping our employees informed about diversity-related issues and to involving them in the implementation of this Statement.

We are convinced that our commitment to and appreciation of diversity will have a positive impact on German society.