



Vienna, 10 June 2020

Dear Colleagues,

Through the unnecessary and most inhumane deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and countless other victims, we have been clearly reminded of the continued existence of deep-rooted racism and discrimination in societies as well as in public and private organisation. Our hearts go out to all victims of racism, discrimination and oppression as well as to their families, loved ones and communities.

As United Nations Staff Union at Vienna, we strongly oppose all forms of racism and discrimination and stand committed to:

- a) protecting colleagues who are subjected to racism and discrimination in all its forms,
- b) enforcing a zero-tolerance policy on racism and discrimination within our union and being a living example of a respectful community under the principle that all humans are created equal and deserve equal opportunities,
- c) advocating for a modernized UN where all forms of conscious and unconscious racism and discrimination are eliminated and violators are held accountable,
- d) driving policy and culture change within the UN to removing all obstacles that prevent equal opportunities and hinder the creation of an inclusive and open environment that is safe and based on mutual trust and respect;

We do not tolerate any forms of racism and discrimination in our operations, including formal and informal deliberations, elections and execution of functions and will permanently ban anyone from holding a function or speaking on behalf of the Union, who stands in violation of this principle.

We are scrutinizing all positions expressed and decisions taken with regards to potential elements of discrimination and will initiate remedial actions, if required, immediately.

We are electing our union executives and appointing our union office holders based on merit alone and will further strengthen our support infrastructure to provide equal opportunities in being elected, appointed and in carrying out an official union function.

I stand committed and accountable in ensuring that our body lives up to the ideals enshrined in the Universal Declaration of Human Rights and the Charter of the United Nations and will do my utmost to lead the change in both the Staff Union and in advocating the change in the United Nations System, going forward.

A handwritten signature in black ink, appearing to read "Stefan Brezina", is positioned above the printed name and title.

Stefan Brezina  
President, United Nations Staff Union at Vienna