



SPECIAL NEEDS & REASONABLE ACCOMMODATIONS @ EPSO

Silvija AKIF

M.A. Psychology

Adviser Selection Policy & Processes - Equality & Diversity

eATP – Budapest 2014



WHO?

EUROPE ATP
2014
Budapest, Hungary



The European Union

EUROPE ATP
2014
Budapest, Hungary



Commission



CONSILIUM
Council



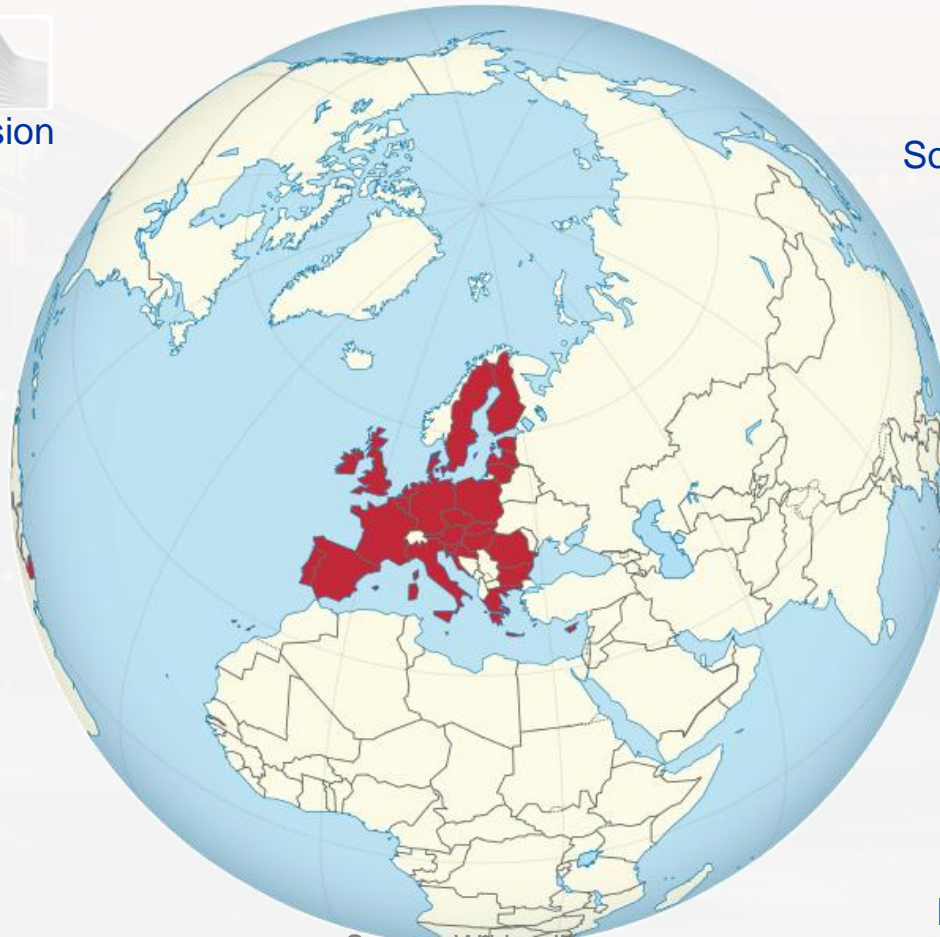
Parliament



Court of Justice



Court of Auditors



Source: Wikipedia



Economic &
Social Committee



Committee of
the Regions



Ombudsman



Data Protection
Supervisor

WHY?

EUROPE
ATP
2014
Budapest, Hungary

**WANTED:
TALENT**



WHO?

EPSO ACCESSIBILITY (2008)

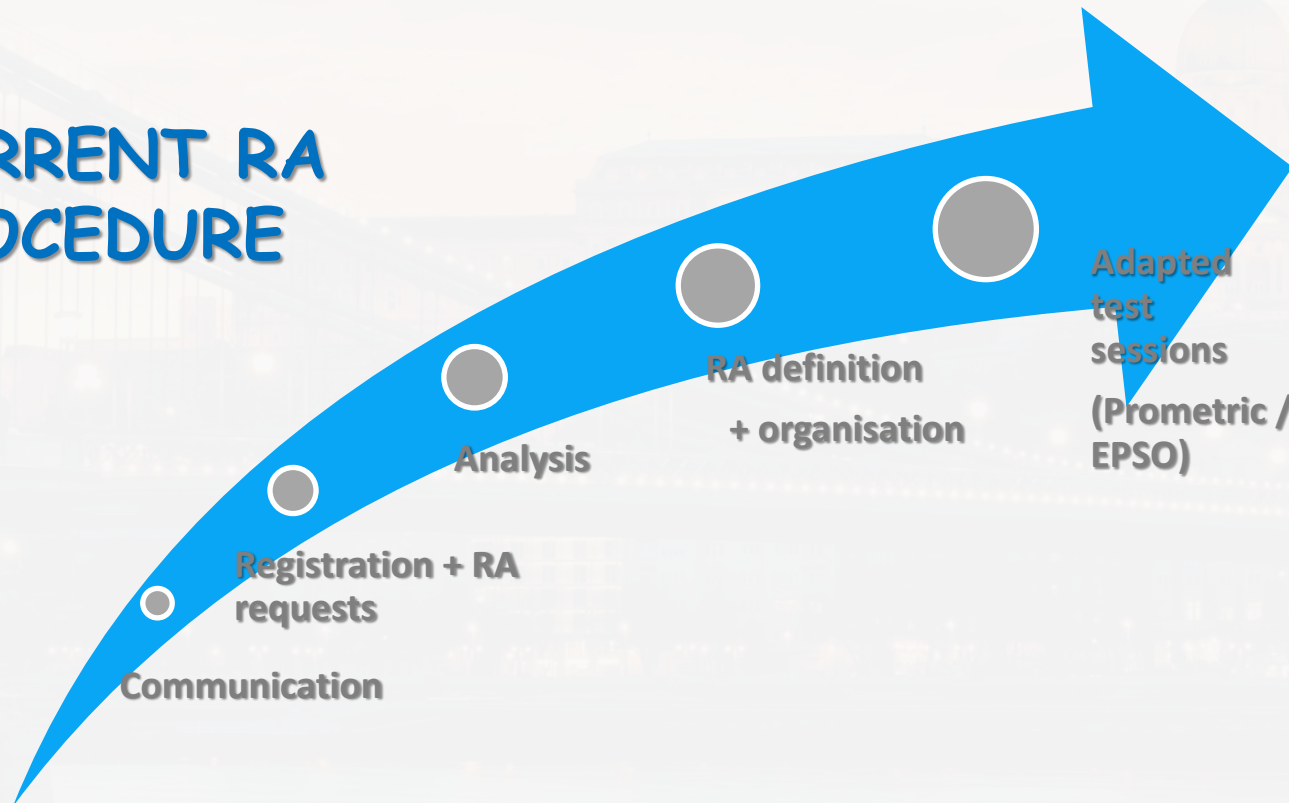
Candidates/visitors with special needs
(> disability)

EUROPE ATP
2014
Budapest, Hungary



HOW?

CURRENT RA PROCEDURE





SOME CONCRETE EXAMPLES OF ACCOMMODATIONS

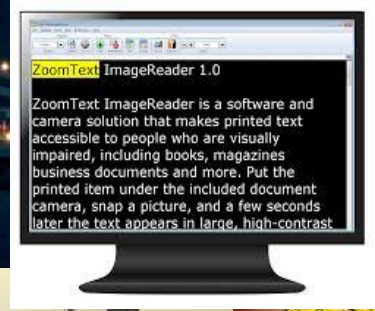




Format-Papier A0-A1-A2-A3-A4-A5.fr



BIGGER



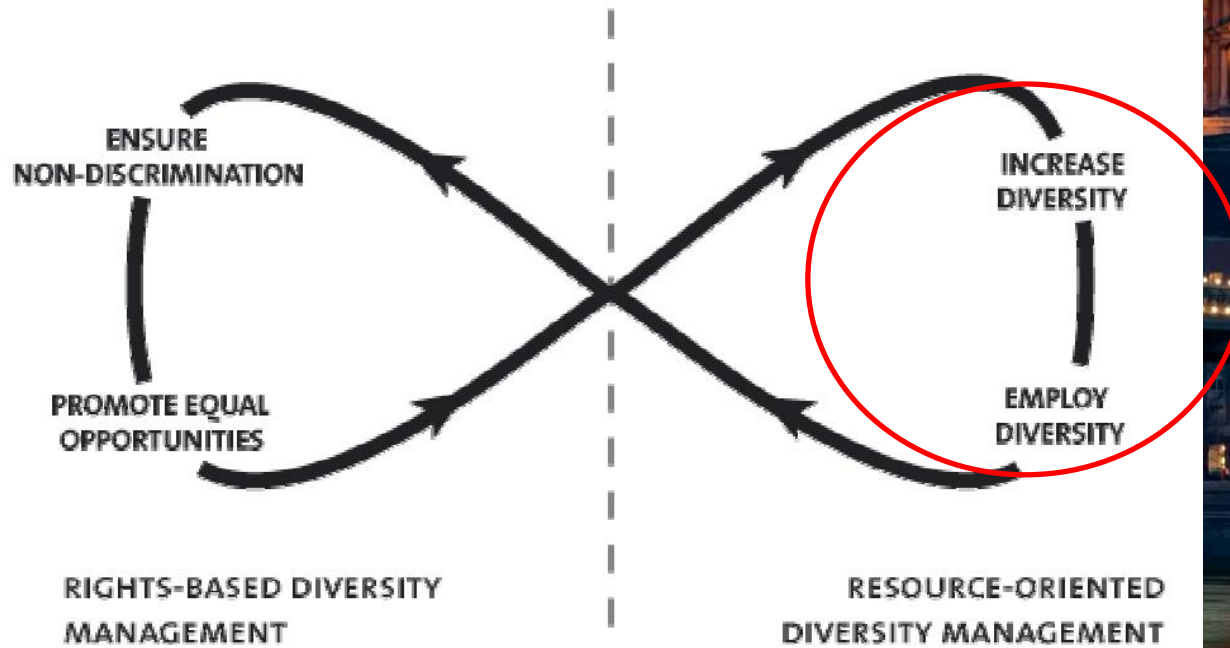
EUROPE ATP
2014
Budapest, Hungary



How do we monitor progress?



THE MIA MODEL FOR DIVERSITY MANAGEMENT



SLOW

SOME QUIT DUE TO
SLOW PROGRESS.
NEVER GRASPING
THE FACT THAT...

...SLOW PROGRESS
IS PROGRESS



THANK YOU...

EUROPE ATP
2014
Budapest, Hungary



SILVIJA AKIF
Psychologist - Adviser
Selection Policy & Processes
Equality & Diversity

Tel. +32-229 78661
silvija.akif@ec.europa.eu

