

**Consultation in preparation of the ‘annual Charter of Fundamental Rights exchange’ amongst the nine JHA agencies on 25 September 2020**

On 12 November 2019, the Heads of JHA Agencies signed a [joint statement](#) on the implementation of the Charter of Fundamental Rights of the European Union. In this statement, the Heads of Agencies commit themselves to exchange practices regarding the implementation of the Charter within the network of Justice and Home Affairs Agencies, on an annual basis.

In preparation of the first annual exchange, members of the network are invited to submit by 21 September information on institutional experiences or current plans with regard to internal compliance and support (agency internal processes), external compliance and support (agency activities) and awareness raising (including training to staff). To this end, Agencies are invited to fill in the following template. When filling in the template please give preference to activities, practices, mechanisms discussed/introduced/revisted in the course of last year. When looking for possibly relevant rights, see the Charter in [Charterpedia](#).

**I. Internal compliance and support (agency internal processes)**

Examples can refer to the Charter as such, or specific Charter rights. There is no need that the examples provided refer explicitly to the Charter. They could include measures, such as aiming at improving fundamental rights conform governance (for instance by enhancing data protection, access to documents, good administration, access to Ombuds-type of avenues such as counsellors); availability of internal complaints mechanisms; accommodating particular needs of staff, including women, elderly or young persons, persons with disabilities, accommodation of religious aspects, etc.; measures guaranteeing fair and just working conditions; or others.

Activity / practice / mechanism	Description (purpose, regularity, target, resources)	Remark (experiences so far, lessons learned, what has worked well, what did not work)
1.		
2.		
3.		

**II. External compliance and support (agency activities)**

Examples can refer to the Charter as such, or specific Charter rights. They could also include measures, such as ‘codes of conduct’ relevant for implementing fundamental rights in the activities of the agency; mainstreaming fundamental rights into the activities; availability of complaint mechanisms to third persons; appointing a focal point/officer to support Charter compliance in the activities carried out; or others.

Activity / practice / mechanism	Description (purpose, regularity, target, resources invested)	Remark (experience so far, lessons learned, what has worked well, what did not work)
1.		
2.		
3.		

### III. Awareness raising (including training to staff)

Examples can refer to the Charter as such, or specific Charter rights. They could include measures, such as providing staff training on fundamental rights or creating awareness among external stakeholders on fundamental rights.

Activity / practice / mechanism	Description (purpose, regularity, target, resources invested)	Remark (experience so far, lessons learned, what has worked well, what did not work )
1.		
2.		
3.		