

Justice & Home Affairs Agencies Network

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Justice and Home Affairs agencies and the Charter of Fundamental Rights of the EU: selected highlights

In 2019, the Heads of the Justice and Home Affairs (JHA) agencies renewed their commitment to integrate the Charter of Fundamental Rights of the European Union in their activities. Marking the 25th anniversary of the proclamation of the Charter, this document compiles selected highlights of how the JHA agencies have contributed to the protection, promotion and implementation of the Charter in their activities, covering five areas:

1. contributing to the protection of fundamental rights as part of their work;
2. promoting and raising awareness regarding fundamental rights as enshrined in EU law, especially in the Charter, including by providing effective training to agency staff;
3. supporting fundamental rights in agency processes, including as regards fostering gender equality and diversity in the workplace;
4. ensuring compliance with the Charter in all activities;
5. exchanging practices on the implementation of the Charter in the Justice and Home Affairs area, within the network of Justice and Home Affairs Agencies.

This compilation complements the Heads of JHA Agencies' statement on the occasion of the 25th anniversary of the Charter of Fundamental Rights of the European Union.

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Contributions are included in alphabetical order following the acronyms of each EU agency.

➤ **Fundamental rights protection**

- The integration of fundamental rights, as well as data protection and ethical considerations, is embedded throughout CEPOL's training portfolio – within training curricula and activity programmes, and at every stage of our capacity-building projects in third countries.
- An Expert Group on Fundamental Rights was established for a two-year period to improve CEPOL's training strategy. The group – composed of nine members from the Member States; one representative from the European Commission; and three from Europol, FRA and EIGE, recommended making Fundamental Rights as a cross-cutting issue in training activities delivered both in the Member States and in third countries. Their work resulted in:
 - A structured and mainstreamed approach is applied across all activities, with designated experts and points of contact;
 - A summary of the FR topics that are considered most relevant in the context of law enforcement training;
 - A checklist for CEPOL Activity Managers to help them assess in what way FR topics can be integrated in the agency's law enforcement training activity;
 - An overview of Fundamental Rights in the context of other CEPOL training topics;
 - A list of potential EU and international partners for CEPOL Fundamental Rights (FR)-related training;
 - A list of key EU and international documents for CEPOL FR-related training.
- These principles have been consistently mainstreamed into the design and implementation of training formats, rather than treated as isolated elements. Issues related to the rule of law and human rights were integrated into activities covering a range of topics such as document fraud, counter-terrorism, migrant smuggling and cybercrime. Specific initiatives have also addressed fundamental rights in policing, the protection of vulnerable groups and war crimes, often developed in partnership with international organisations such as the International Criminal Court (ICC), United Nations Office on Drugs and Crime (UNODC), Eurojust and the Organisation for Security and Co-operation in Europe (OSCE). This integrated and comprehensive approach helps ensure that fundamental rights are regarded as essential, rather than optional, in all aspects of law enforcement cooperation.
- Fundamental Rights and data protection –along with seven other priority areas - were identified as core capability gaps by the EU 2022-2025 Strategic Training Needs Assessment (EU-STNA). An [Operational Training Needs Analysis on Fundamental Rights and Data Protection](#), completed in 2022, provided deeper and more detailed operational information on the target audience, the scope and size of the groups to be trained as well as the training methods best suited to address the identified needs.
- The international cooperation projects also contribute to sustainable reforms in partner countries, promoting a multistakeholder approach to criminal justice. Active engagement in these projects has led participating partner countries to conduct legislative and structural reforms aligned with EU values, such as Lebanon's introduction of a victims' rights law or Armenia's police reform initiative.
- While encouraging collaboration between law enforcement, judiciary, NGOs and the private sector, the projects foster accountability and transparency. Mentoring and mobility programmes have also yielded results in promoting the respect of fundamental rights, for instance in Tunisia, where a multi-step training activity on combating gender-based violence was developed. EU candidate countries have also benefited from support for harmonisation, notably in implementing data protection laws,

for instance through tailored mentoring from Romania to Moldova to ensure compliance with EU legal standards.

➤ **EU Charter compliance**

- CEPOL has focused on strengthening **ethical behaviour in policing** through training on contemporary approaches to management, review, and training techniques. Key areas include **understanding the social and psychological drivers** of hate crimes, improving investigative techniques, and **enhancing knowledge of victim protection instruments**, such as victims' rights and support mechanisms. Training also addressed the protection of vulnerable groups and the specific needs involved in handling such cases.

➤ **Inter-agency cooperation in the JHA area**

- In 2021, CEPOL expanded its online training portfolio, particularly webinars, in collaboration with partners including FRA, the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA Europe), Victim Support Europe, the European Jewish Congress (EJC), UNODC, and the Office for Democratic Institutions and Human Rights (ODIHR). These sessions covered:
 - **Countering hate crimes**, including those targeting the LGBTQI community, Roma, Travellers, and anti-Semitic and anti-Muslim crimes.
 - **Supporting international and EU policies**, such as the Kyoto Declaration on Hate Crime Prevention and the European Commission's efforts to include hate speech and hate crime in the EU crimes list.
 - **Fundamental Rights topics** like unlawful profiling, prevention of torture, victims' rights, child trafficking, labour exploitation, and data protection.
 - **Police practices**, including stops and searches, handling unaccompanied children, cyber-violence against women and children, and mental health among police officers.
 - **Hate crime** reporting, cooperation with civil society, and protecting minority groups.
- **Response to the war in Ukraine:** CEPOL organised webinars with Eurojust, FRA, IOM, and Missing Children Europe to address Fundamental Rights risks at the EU–Ukraine borders, humanitarian aid, and investigating international crimes. Work is also underway with the European Commission's Directorate-General for Justice and Consumers (DG JUST) to develop a Diploma Course on Fundamental Rights, set to launch in 2026.

➤ **Workplace equality and diversity**

- CEPOL raises awareness to staff on diversity and inclusion, non-discrimination, freedom of speech, respect and dignity. Staff receive training on psychological and sexual harassment prevention on a biannual basis.

➤ Fundamental rights protection

- [The European Institute for Gender Equality \(EIGE\)](#) plays a key role in advancing fundamental rights across the European Union by embedding gender equality as a core EU value, enshrined in the Treaties and the Charter of Fundamental Rights. EIGE supports the implementation of Article 23 of the Charter, which mandates equality between women and men in all policy areas. Through research and data methods and tools, and technical support EIGE informs EU and national policies, monitors the implementation of gender equality commitments and raises awareness on gender equality, including gender-based violence. EIGE also collaborates with other EU bodies to combat discrimination, support victims of gender-based violence, and promote intersectional approaches, thereby strengthening the protection of fundamental rights for all EU citizens.
- Due to its mandate in gender equality, all EIGE's activities contribute to the protection of Fundamental rights. Few examples of highlight initiatives since 2019:
 - [EIGE Gender Equality Index](#): annual benchmarking to track progress and identify gaps in gender equality across the EU;
 - Support to EU Council Presidencies: regular [monitoring of the EU's commitment to the Beijing Platform for Action \(BPfA\)](#), for instance, the 2025 [BPfA+30 review](#) covering 12 critical areas, including Area I: Human Rights and Women and Area H: Institutional mechanisms.
 - [Gender-based violence](#) (GBV): providing evidence to shape legislative responses and support victims, including data collection under Article 44 of the EU Directive on Violence against women and domestic violence.
 - [Gender mainstreaming](#): supporting the implementation of various EU Directives, for example, Pay transparency directive; offering guidance and developing tools, for instance, on gender neutral job evaluation, gender budgeting and gender sensitive public procurement.
 - Crisis response: addressing emerging inequalities during crises like [COVID-19](#) and conducting [strategic foresight](#) to anticipate future challenges.

➤ Awareness and trainings to agency staff

- Staff training: regular sessions on ethics and integrity, fraud prevention, fire safety, civil protection, anti-harassment, confidential counselling.
- EIGE country visits, which include an awareness raising event on gender equality for national administration, civil society and academia.
- Capacity building for EU Council Presidencies: information sessions on gender mainstreaming in EU policies for civil servants.
- Public engagement: through [communication activities](#) and active engagement in public or EIGE's own events, the Agency promotes fundamental rights and gender equality. Every second year, EIGE organises Gender Equality Forum which brings together different stakeholders and gender equality advocates, EU and national policy makers and experts for an exchange of views on the most pressing issues affecting progress in gender equality. Next Gender Equality Forum is expected in 2026. A [code of conduct](#), encouraging respectful and inclusive participation, is applied at EIGE's events.
- Joint statements: collaboration with other JHA agencies to reaffirm commitments to fundamental rights (for instance, JHA agencies statements in 2019 and in 2025) and ending domestic violence (EIGE-FRA statement in 2020).

➤ **Workplace equality and diversity**

- Inclusive workplace: Gender equality is at the centre of EIGE's work since its inception. It is reflected in Agency's recruitment, selection and reclassification processes. In 2022, EIGE adopted Human Resources (HR) Strategy 2022-2027 and the Diversity and Inclusion Action Plan 2022-2023. The plan has been implemented. Successor of the Diversity and Inclusion (D&I) action plan is the Strategy to strengthen EIGE's intersectional approach (adopted in 2024) and its action plan 2025-2027. The strategies ensure that EIGE continues to serve as a workplace where all staff, without distinction to any grounds established in the Charter are respected and valued. It assesses and, where necessary, adapts its internal processes and procedures to cater for staff with a non-binary gender identity and staff transitioning from one sex to the other. Best practices will be adopted and kept under review.
- Zero-tolerance for harassment at work: Confidential counsellors' policy and training ensure a safe and respectful work environment.
- Wellness and health: since 2017 EIGE put in place workplace wellness and health programme for EIGE staff, which aims to ensure the physical and mental integrity of staff; offers annual medical check-ups; promotes staff engagement in healthy lifestyle choices and activities among its staff members. EIGE's management remains committed to support the Agency's staff where possible, which was especially relevant during COVID-19 crisis.
- EIGE's Guide to Reasonable Accommodation for Persons with Disability is in place since November 2022.

➤ **EU Charter compliance**

- EIGE's work closely aligns with the Charter provisions, in particular Title III Equality and Title II on Freedoms. In the field of research, the Charter is particularly important for EIGE's work on [Gender-based violence and violence against women](#), [Monitoring of Beijing Platform for Action \(BPfA\)](#), [Gender Mainstreaming](#) and the [Gender Equality Index](#). The domain of intersecting inequalities in EIGE's Gender Equality Index highlights how factors like disability, age, level of education, country of birth and family type intersect with gender shaping diverse experiences across the EU.
- In 2024, EIGE's Management Board approved a Strategy to strengthen EIGE's intersectional approach. The Strategy and its action plan 2025-2027 aim to further integrate a systemic and structured approach to include intersecting inequalities perspectives across all the areas of the Agency's work, where relevant, feasible and within the capacity. This applies to EIGE's research, data collection and gender mainstreaming activities, communication activities and engagement with stakeholders as well as Agency's organisational culture and internal policies.

➤ **Inter-agency cooperation in the JHA area**

EIGE cooperates closely with other JHA agencies. Some recent examples: With FRA (and also Eurostat) cooperation on joint the EU gender-based violence (EU-GBV) survey; EIGE as steering committee member supported FRA's research on human rights abuses against women fleeing the war in Ukraine; with EUROJUST- on European Protection order; attending Victims' Rights Symposiums; with EUDA- supporting their work on gender and drugs; with CEPOL and EUROPOL – engaging their expertise in EIGE's work to develop a risk assessment guide for Law enforcement on Intimate Partner Violence; with EUAA- on GBV in times crises (forthcoming research); with Frontex – providing feedback to Frontex Fundamental Rights Officer's opinion on gender mainstreaming in agency's activities; with eu-LISA - on joint response to challenges linked with security and business continuity due to geopolitical situation in the Baltic region.

➤ Fundamental rights protection

- EUAA is mandated to facilitate and support the activities of the EU Member States in the implementation of the Common European Asylum System (CEAS). Through its operational support, training, capacity building activities and analytical work, as well as through its monitoring function, the Agency contributes to ensuring the efficient and uniform application of Union law on asylum in the Member States in a manner that fully respects fundamental rights, including the Charter. Particular attention is also given to vulnerable groups and the EUAA is committed to provide its support in identifying, assessing and responding to the special needs of applicants for international protection who are in a situation of vulnerability, as indicated in the [EUAA Strategy on vulnerability](#). Under the Pact on Migration and Asylum, the EUAA will continue supporting the Member States in implementation of this reform package, including through the development of information provision templates and material, the revision of the Guidance on Vulnerability - Standards and Indicators and the Practical Guide on age assessment.

➤ EU Charter compliance

- The Fundamental Rights Officer (FRO) of the EUAA is responsible for ensuring the Agency's compliance with fundamental rights in all its activities and for promoting a culture of respect for these rights throughout the Agency. Compliance with the Charter is central to all actions of the FRO.
- To strengthen the respect for fundamental rights across all activities, the Agency adopted, upon a proposal of the FRO, the [Fundamental Rights Strategy 2024–2028](#). This Strategy sets out seven strategic objectives covering all areas of the Agency's work and is implemented through action plans adopted by the Agency on annual basis. These include specific measures and indicators to guide the organisation and implementation of operational, technical assistance, and monitoring activities in line with fundamental rights. The Strategy also ensures among others that all EUAA products, including those related to asylum, reception, and the European Asylum Curriculum, systematically mainstream and promote fundamental rights.
- An **Agency-wide Fundamental Rights Focal Points Network** has also been established, bringing together focal points from different entities within the Agency. The network supports cooperation on fundamental rights issues and facilitates both the implementation and reporting of the Strategy, ensuring that respect for fundamental rights is embedded across all Agency activities.
- To enhance accountability, the Agency has put in place a **complaints mechanism**. This mechanism allows any individual who considers that their fundamental rights have been violated by the actions of members of EUAA asylum support teams, or any party representing such an individual, to submit a written complaint to the Agency. Thus, the mechanism contributes to greater transparency and accountability in the Agency's operations. In addition, in May 2025, the Agency has adopted a revised [Code of Conduct](#) which applies to all experts deployed by the EUAA as part of the asylum support teams. The Code of Conduct highlights the principles of rule of law and respect for fundamental rights with a particular focus on children, including unaccompanied children, and other persons in a vulnerable situation.
- Furthermore, to monitor compliance with fundamental rights under the Charter, the FRO conducts **operational visits** to countries where the EUAA is operational and shares corresponding observations where relevant. These observations are linked to the Agency's operational activities and assess their alignment with fundamental rights. In 2024 and 2025, most observations related to the right to asylum (Article 18 of the Charter), human dignity (Article 1 of the Charter), integrity of the person (Article 3 of the Charter), and the rights of the child (Article 24 of the Charter). Following these observations, the Agency has adopted concrete mitigating measures, the implementation of

which is closely monitored by the Agency to ensure continued progress in upholding fundamental rights.

- Internally, the FRO is also working with the Agency's human resources team on designing a specific induction **training regarding fundamental rights** at the EUAA, to increase **awareness** and promote the respect to fundamental rights among agencies' staff. In addition, the Agency delivers training on cultural awareness, unconscious bias, and support for vulnerable groups to foster fair treatment across the Agency.

➤ **Inter-agency cooperation in the JHA area**

- To leverage on each other's expertise and to further promote fundamental rights, the EUAA closely cooperates with other EU Agencies, and in particular, with JHA Agencies. Consultations with relevant JHA Agencies take place regularly and ad hoc as appropriate when EUAA develops or revises its products. For example, FRA and Frontex are members of the EUAA's Training Reference Group, which reviews the EUAA European Asylum Curriculum and its training modules. Another example is the development of the EUAA's [Let's speak asylum portal](#), which includes information provision methodology and practical tools to support the harmonised implementation of the CEAS, during which FRA, CEPOL and Frontex provided their expertise on relevant matters through the consultation process.
- Inter-agency cooperation may also lead to the development of joint products or the organisation of joint activities, as relevant and needed. For instance, the EUAA and FRA jointly developed [four booklets](#) for guardians between 2022-2024. In 2023, EUAA and EUDA (EMCDDA) prepared [a joint report](#) for professionals working in reception centres in Europe, highlighting the needs and challenges faced by reception authorities in EU+ countries when working with applicants for international protection who experience substance use-related problems. Another recent inter-agency cooperation activity is the development of the Screening Toolbox, a key operational element of the new Screening Regulation foreseen by the Pact on Migration and Asylum, developed jointly by Frontex and EUAA, which also includes a vulnerability checklist. The toolbox was tested as part of the testing exercise for the new screening process in Lampedusa, by Joint Screening Teams composed by Italian authorities, Frontex, EUAA and Europol staff in October 2025. In addition, before the pilot, EUAA trained Frontex and Europol colleagues on the Screening Regulation ('Introduction to Screening Regulation').

➤ **Workplace equality and diversity**

- The EUAA as a workplace puts significant emphasis on equality and diversity, including in its recruitment process. Special efforts are made to attract and recruit candidates from underrepresented groups, with the aim of achieving greater diversity, including gender and geographical balance at all levels of the organisation. Additionally, the Agency prioritises achieving gender equality in leadership positions through a range of initiatives. Tailored training for aspiring managers, as well as mentorship and leadership development programmes are available to all staff. Furthermore, EUAA is also active in its support to diversity, including through concrete annual activities marking Pride month.

➤ Fundamental rights protection

- EUDA places the protection of fundamental rights and personal data at the heart of its mandate. In line with Regulation (EU) No 2018/1725, the Agency ensures that all data processing respects privacy and transparency. A dedicated Data Protection Officer (DPO) oversees compliance, advises on obligations, and liaises with the European Data Protection Supervisor. In critical cases, the DPO can investigate incidents to safeguard individuals' rights.

➤ Awareness and trainings to agency staff

- To foster an inclusive and ethical workplace, EUDA prioritises staff development through several initiatives. In 2024, the Agency launched the **Learning Lab**, an intranet hub offering resources on diversity, ethics, anti-fraud, and harassment prevention. It also organises **annual Mental Health First Aid training**, equipping employees to recognise and respond to mental health challenges. Additionally, **Diversity and Inclusion (D&I) training sessions** strengthen awareness and commitment to gender equality and inclusivity across the organisation.

➤ Workplace equality and diversity

- EUDA's commitment to diversity is reflected in several initiatives:
 - **The Innovation Forum on Gender Equality, Diversity and Inclusion (GEDI)**: Established in 2023 to embed gender equality and inclusion in internal practices.
 - **EU Agencies Network (EUAN) Charter adoption**: Formalised in 2023, reinforcing EUDA's pledge to diversity principles.
 - **Staff engagement survey**: Conducted in 2024 to capture feedback on workplace culture.
 - **Recruitment reforms**: Bias-awareness training, gender-neutral language, broader outreach, and reasonable accommodation for candidates.
 - **D&I audit**: Launched in 2025 to assess compliance and strengthen equality measures.

➤ EU Charter compliance

- The EUDA applies the highest standards of:
 - Transparency: Public registers, clear policies, multilingual communication.
 - Integrity: Codes of ethics and conflict-of-interest management.
 - Accountability: Compliance with EU regulations and proactive reporting.
 - Security: Strong data protection and breach response protocols.
- The Agency is committed to applying robust and comprehensive data protection measures. The Agency safeguards the fundamental rights of individuals in line with Regulation (EU) 2018/1725.
- The EUDA website provides:
 - Information on the Agency's data protection regime.
 - Guidance on how data subjects can exercise their rights and available remedies.
 - The Register of Records of Processing Activities.
 - Data protection notices for specific processing activities, ensuring compliance with transparency requirements.
- In October 2023, EUDA adopted a **Personal Data Breach Policy**, setting out procedures for handling breaches. The Agency also maintains a **network of internal Data Protection Coordinators**, who meet regularly to share best practices and address emerging issues.

Administrative initiatives for good governance

- The EUDA has implemented several measures to promote integrity, transparency, and sound administration:

- **Code of good administrative behaviour**

Updated in November 2022, this Code sets standards for professional conduct and provides guidance for staff in daily work and public interactions. In line with European Ombudsman recommendations, EUDA also adopted a language policy for external communication to ensure clarity and accessibility in official EU languages.

- **Ethics and conflict of interest management**

The EUDA Executive Board adopted a Code of Ethics for senior officials, establishing rules for preventing and managing conflicts of interest. Declarations of interests for the Executive Board and the Executive Director are publicly available on the EUDA website.

- **Requests and complaints mechanisms**

Information on procedures under Article 90 of the EU Staff Regulations is published on the EUDA website and included in relevant decisions. For example, guidance on complaints regarding selection procedures is available in the latest Applicant Guidelines.

- **Transparency and access to documents**

To enhance transparency, EUDA has adopted detailed rules for implementing Regulation (EC) No 1049/2001 on public access to documents. A Public Register is available online for direct access to documents.

- **Whistleblowing and Anti-Fraud Measures**

EUDA has adopted Whistleblowing Guidelines and updated its Anti-Fraud Strategy, including an Action Plan for 2024-2027. The Agency also applies the Interinstitutional Agreement concerning internal investigations by European Anti-Fraud Office (OLAF), ensuring robust mechanisms to prevent fraud, corruption, and illegal activities.

➤ **Inter-agency cooperation in the JHA area**

- **Participation in working groups:** EUAN Women support network and EUAN Working groups Diversity and Inclusion (D&I)
- **Participation in GRENNA:** On 20 June 2023, EIGE organised an Experts' Meeting on Gender-Responsive and Environmental Evaluation for a Sustainable and Inclusive Future (GRENNA).
- **Participation in DEI Workshop:** On 24 September 2024, eu-LISA organised a one-day workshop on Diversity and Inclusion.

➤ **Fundamental rights protection**

- As the backbone of the Schengen architecture, eu-LISA is a central guarantor of two of the most important rights constituted in the EU Charter of Fundamental Rights: **freedom of movement**¹ and the right to the **protection of personal data**². These principles are integrated into the system development lifecycle, procurement criteria, operational protocols, workplace policy strategy and values, and can be summed up in one word: **interoperability**.
- eu-LISA oversees the management of large-scale IT systems within the Area of Freedom, Security, and Justice, including the Entry-Exit System (EES), European Dactyloscopy Database (EURODAC), Schengen Information System (SIS), and Visa Information System (VIS). The Agency's operations facilitate the exercise of travel and relocation rights for both EU and non-EU citizens. One of eu-LISA's flagship activities to improve the exercise of freedom of movement was the successful launch of the **EES**³ on 12 October 2025: a system designed to make border checks more modern and efficient. It replaces passport stamps with a digital system that records when travellers enter and exit, making border checks faster across all member states.

➤ **Awareness and trainings to agency staff**

- Every year since 2020, eu-LISA holds awareness sessions to celebrate **Data Protection Day**⁴. These sessions provide an overview of data subjects' rights, records of processing activities, data protection impact assessments (DPIAs), data breaches, and the roles of the Data Protection Officer and the European Data Protection Supervisor (EDPS). The interactive presentation, delivered by eu-LISA's Data Protection Office, is attended annually by its employees. In parallel, eu-LISA has revised its methodology for carrying out DPIAs to facilitate and support eu-LISA's responsible personnel. eu-LISA's Data Protection Officer (DPO) team also dedicates efforts to ensure the smooth coordination of the EDPS inspections on its systems.
- Moreover, eu-LISA prepares and publishes **annual reports** on its systems already in operation. For each published report, the Agency prepares a factsheet to increase transparency and visibility regarding the systems' utilization. Reports and factsheets are publicly available on the Agency's website,⁵ making it possible for citizens to understand the complexity of the systems.
- In April and November of 2024, as part of eu-LISA's presidency of the Justice and Home Affairs Agencies Network (JHAAN), the agency hosted the first meeting of the **Working Group on Data Protection**, which took place in Tallinn, Estonia. The meeting was established to ensure better cooperation between EDPS and JHA agencies Data Protection Officers⁶, as well as to discuss challenges such as international transfer of data, artificial intelligence, and cybersecurity.

¹ <https://fra.europa.eu/en/eu-charter/article/45-freedom-movement-and-residence>

² <https://fra.europa.eu/en/eu-charter/article/8-protection-personal-data>

³ <https://travel-europe.europa.eu/ees>

⁴ https://www.linkedin.com/posts/eu-lisa_join-us-today-january-28-as-we-celebrate-activity-7157297396677324801-hAKO

⁵ <https://www.eulisa.europa.eu/our-publications?tp=29>

⁶ <https://www.eulisa.europa.eu/sites/default/files/documents/2024-jhaan-final-report.pdf>, page 9.

➤ **Workplace equality and diversity**

- eu-LISA not only promotes the Charter of Fundamental Rights through its core business activities, but also through its internal work policies. eu-LISA places a strong emphasis on fundamental rights, equality, and respect for diversity. In 2024, eu-LISA took further steps to foster inclusion and fairness, including the continued implementation of the **Diversity and Inclusion Action Plan**, tailored training on unconscious bias and inclusive communication, and promoting work-life balance and mental well-being through flexible working arrangements and internal support campaigns. In 2025, the Agency launched its “Women in IT” campaign to promote gender equality and diversity in the workplace.⁷

➤ **EU Charter compliance**

- eu-LISA strongly advocates for the right to **good administration**. As mentioned before, one of the core principles of the Agency is interoperability. This means that every day, eu-LISA strengthens and facilitates cooperation in the field of police and judicial cooperation among all member states. In this way, eu-LISA makes EU administration faster, more precise, and stronger, serving both EU and non-EU citizens.
- eu-LISA’s activities towards safeguarding fundamental rights include the transparent and safe management of sensitive information within the systems. In its day-to-day work, eu-LISA follows one important rule: **applying new technologies** in a way that respects the Charter and the principle of protection of personal data. The Agency actively works to safeguard Article 8 of the Charter. Article 2 of the eu-LISA Regulation clearly states the Agency’s objectives: securing a high level of data protection in accordance with Union data protection law, including specific provisions for each EU large-scale IT system.

➤ **Inter-agency cooperation in the JHA area**

- The use of large-scale databases has a fundamental rights dimension not only regarding data protection but also in relation to the principles of non-discrimination, migrants' rights to access international protection, the rights of the child, and the right to an effective remedy. The Agency works to consider and solve these relevant issues when designing and operating the systems.
- To better ensure the protection of fundamental rights, eu-LISA, in collaboration with the European Union Agency for Fundamental Rights (FRA), signed a Cooperation Plan outlining activities for joint actions. The cooperation plan covers the period 2024–2026. The main areas of cooperation with the FRA focus on research related to biometrics and administrative cooperation. eu-LISA and FRA also collaborate in the context of JHAAN. The two agencies have also organized joint training courses highlighting the aspect of fundamental rights in the management of JHA information systems. Additionally, FRA has attended eu-LISA's Working Group on AI. The two agencies also have collaborated in preparing reports on topics of mutual relevance, with eu-LISA providing input to FRA’s “Fundamental Rights Report”. eu-LISA continues to work closely with FRA on issues such as the exchange of information and expertise, including information on the development of information systems.
- In 2021, within the DP collaboration framework between eu-LISA and the European Union Agency for Cybersecurity (ENISA), the DPOs of both agencies jointly organized a webinar on “Privacy and Data Protection by Design”. The webinar was led by experts and academics in privacy with experience in data protection, IT governance, and cryptography from EDPS, the Spanish Data Protection Authority, and Katholieke Universiteit Leuven.

⁷ <https://www.eulisa.europa.eu/news-and-events/news/open-call-women-it-internship-programme-eu-lisa>

➤ **Fundamental rights protection**

[Eurojust](#) promotes fundamental rights in its daily casework activities with national authorities.

- For instance, when facilitating the issuing and/or execution of mutual recognition instruments such as European Arrest Warrants (EAW), European Investigation Orders, freezing and confiscation certificates, Eurojust always takes into consideration fundamental rights issues and promotes their compliance, especially with regard to the rights of defence (Article 47 Charter – in particular, for instance, in cases of *in absentia* proceedings), the right not to be punished twice (Article 50 Charter) and the prohibition of torture and inhuman or degrading treatment (Article 4 Charter – in particular in relation to EAWs and prison conditions).
- Issues related to the application of the principle of ne bis in idem (Article 50 Charter) in cross-border investigations can be significant and require practical solutions at an early stage. Eurojust's support helps prevent and settle conflicts of jurisdiction where there are parallel investigations in two or more Member States against the same persons and concerning the same facts. Eurojust sometimes issues recommendations through its National Members indicating which Member State is in a better position to prosecute. Eurojust's [Guidelines for deciding 'which jurisdiction should prosecute?'](#) are considered a useful tool due to their flexibility and logical approach.
- Eurojust promotes victims' rights in cross-border cases, including children's rights (Article 24 Charter - the rights of the child). This contributes to the implementation of Article 47 of the Charter (the right to an effective legal remedy and to a fair trial), and other provisions of EU legislation that ensure victims receive appropriate information, support, protection and compensation, and are able to effectively participate in criminal proceedings.
- Eurojust also promotes the presumption of innocence (Article 48 Charter) in its press releases concerning the results of joint action days supported by Eurojust, by ensuring that the language used respects the fundamental rights of the accused.
- With regard to transfers of personal data to third countries where there is no applicable adequacy decision or international agreement, Eurojust's Data Protection Office has been involved in drafting clauses that could be included in Joint Investigation Team agreements with non-EU countries to ensure compliance with EU data protection requirements.
- The Agency also promotes fundamental rights through its strategic work, by regularly publishing strategic reports on Eurojust's casework and overviews of case-law from the Court of Justice of the European Union (CJEU) in this field, for example:
 - [Case-law by the CJEU on the European Arrest Warrant](#).
 - [Case-law by the CJEU on the principle of ne bis in idem in criminal matters](#)
 - [Joint report of Eurojust and the European Judicial Network on the extradition of EU citizens to third countries](#).
 - [Cybercrime Judicial Monitor](#) in relation to the Court of Justice case law on data retention.
 - [Report on Eurojust's Casework in the field of the European Arrest Warrant](#).

➤ **Awareness and trainings to agency staff**

- During the reference period, regular and tailor-made training and awareness sessions on data protection were organised. These sessions also focused on the amendments to the Eurojust Regulation, both for core international crimes and for the digital exchange of information in terrorism cases. Other regular information sessions on various topics, such as diversity and inclusion,

fraud prevention, anti-harassment, unconscious bias, ethics and integrity, were also held to raise awareness among Eurojust colleagues.

➤ Workplace equality and diversity

- By December 2024, Eurojust achieved gender balance across the management spectrum, with women occupying 50% of Head of Unit and equivalent or higher positions.
- To promote an ethical culture and prevent misconduct, Eurojust has introduced various policies and decisions, including the *Eurojust Guide on Ethics and Conduct*. This guide outlines appropriate workplace behaviour and aims to foster a positive, diverse and inclusive work environment.
- Eurojust is a member of the EUAN Working Group on Diversity and Inclusion and played a central role in the 2025 EUAN Diversity, Equity and Inclusion Survey, leading the initiative from conception to completion.
- Eurojust's modern premises ensure ease of access for persons with disabilities and office spaces are adapted to accommodate colleagues' physical or medical needs. Eurojust's premises also have a breastfeeding room and a silence room that can be used for prayer/religious purposes.
- Eurojust has a welfare officer, as well as a network of confidential counsellors. In 2025, a team of colleagues received training to become mental health contact points.

➤ EU Charter compliance

- Eurojust's role as the European Union's hub for judicial cooperation in criminal matters requires the processing of personal data. By applying the highest data protection standards, the Agency safeguards the fundamental rights of all individuals: [Eurojust's data protection regime](#). In October 2023, a policy was adopted to describe how to handle personal data breaches occurring in the context of the processing of personal data. Eurojust has a network of internal data protection coordinators who regularly meet to discuss and share concerns and experience.
- Eurojust has adopted several administrative initiatives to enhance and promote good administration. These include:
 - In November 2022, Eurojust updated its [Code of Good Administrative Behaviour](#), setting standards for administrative behaviour and providing guidance for staff members in their daily work, relations, communication and dealings with the public. In this context, Eurojust also adopted a [policy on language use in Eurojust's external communication](#).
 - The College of Eurojust adopted the [Code of Ethics for the members of the College and the Executive Board of Eurojust](#) setting up rules for the prevention and management of conflicts of interest on 15 December 2020.
 - In 2021, the College of Eurojust adopted [rules for implementing Regulation \(EC\) No 1049/2001 on public access to documents at Eurojust](#) and a robust process for responding to applicants.
 - Eurojust has adopted Guidelines on whistleblowing and has updated its Anti-Fraud Strategy, which includes an Action Plan for 2024-2027. In July 2020, [the Agency also accessed the Interinstitutional Agreement of 25 May 1999 concerning internal investigations by European Anti-Fraud Office](#).

➤ Inter-agency cooperation in the JHA area

Highlights of cooperation with the other JHA agencies include annual exchanges on practices for implementing the Charter, joint activities with FRA and EIGE - particularly on the topic of victims' rights - and joint products such as the Eurojust-EIGE [joint report on the European Protection Order](#), published in 2025, and the [report "Artificial intelligence supporting cross-border cooperation in criminal justice"](#), jointly published by Eurojust and eu-LISA.

European Union Agency for Law Enforcement Cooperation (EUROPOL)

➤ **Fundamental rights protection**

- FRO mandate and tasks - specific mandate covering involvement in Research & Innovation projects and external relations;
- First Europol FRO report, under the motto it takes all of us;
- Corporate trainings to staff and management – Fundamental rights, data protection and diversity and inclusion (D&I);
- Active participation of Europol in the “Strategic Group on Technology and Ethics” – assessment of tools and processes used by Europol and law enforcement authorities and advice on their ethical use;
- Innovation awards - Category of Innovation Awards on Ethics, Diversity, and Inclusion on Law Enforcement operations (the establishment of this category merited the Certificate of Excellence in D&I in the Change and Challenge category at the EU Agencies Network (EUAN) D&I Awards).
- Active participation of Europol in the European Clearing Board Strategic Group on Technology and Ethics. The group assesses tools and processes used by Europol and other Law Enforcement (LE) and advises on the ethical use of those processes and tools.

➤ **Awareness and trainings to agency staff**

- FRO (staff and senior management) and Data Protection trainings;
- Europol Data Protection Experts Network (EDEN) Conferences, since 2016 ;
- FRO Conference 2025 – “Fundamental rights at the heart of policing”;
- Human Rights Day 2023 and 2024 (end of the 16 days of action campaign with the Working Group on Domestic Violence (WGDV));
- Regular D&I training activities and all-staff Diversity Days (first celebration in 2019 and latest in October 2025 – celebrating mental health day with discussions around the intersection of mental health and diversity and inclusion);
- WGDV yearly campaigns: 16 days of action against violence against women in 2023 and 2024.

➤ **Workplace equality and diversity**

- D&I elevated to corporate value in December 2019;
- D&I Strategy and D&I Advisory Group – FRO participation as a volunteer;
- Human Rights Day 2023 and 2024 (end of the 16 days of action campaign with WGDV);
- Diversity and Inclusion Trainings;
- Diversity Days;
- 16 days of action against violence against women 2023 and 2024;
- Category Europol Excellence Awards in Innovation – Ethics and D&I in law enforcement operations.

➤ **EU Charter compliance**

- Europol Code of Conduct ;
- Data Protection Function (DPF) auditing function;
- Close engagement with European Data Protection Supervisor (EDPS);
- FRO opinions and mandate.

➤ **Inter-agency cooperation in the JHA area**

- The protection of fundamental rights is at the heart of Europol's mandate and actions. To understand the nature of Europol and the role of fundamental rights, it is important to look into the legislative developments over the years, notably the latest changes to the Europol Regulation:
 - On 1 May 2017, a new Europol regulation entered into force enabling the agency to step up efforts to fight terrorism, cybercrime and other serious and organised forms of crime. Europol's new powers were accompanied with increased data protection safeguards, democratic control and parliamentary scrutiny.
 - In 2022, legislation adopting the amended Europol Regulation came into force. Europol was granted specific competence to process large and complex datasets and to process operational data for the purposes of research and innovation.
 - The legislator established an enhanced role for fundamental rights in this 2022 Recast with two novelties:
 1. The establishment of the Fundamental Rights Officer (FRO) with the overall competence of monitoring fundamental rights' health at Europol and with specific competence on the external relations and on research and innovation; and
 2. At EU parliamentary level, the launch of a Consultative Forum that scrutinises the activities of Europol and of Europol's FRO.
- Among others, Europol's FRO:
 - Advises Europol on fundamental rights matters without impeding or delaying Europol activities;
 - Monitors Europol's compliance with fundamental rights;
 - Provides non-binding opinions on working arrangements;
 - Informs the Executive Director about possible violations of fundamental rights during activities of Europol;
 - Promotes Europol's respect of fundamental rights in the performance of its tasks.
- Prior to the 2022 Recast, Europol developed and set significant standards on the protection of personal data by law enforcement – core to Europol's role and actions. Europol has pioneered in this field of data protection and has been a source for law enforcement operations in the EU Member States (MS). Finally, diversity and inclusion (D&I) are central to how Europol works, connects, and delivers on its mission of supporting law enforcement authorities in the EU. Europol's commitment to D&I is deeply rooted in Europol's Strategy: "Delivering Security in Partnership", where diversity stands as a core value.

➤ **Fundamental rights protection**

- The overall objective of the Agency is to provide the EU and its Member States (when they are implementing EU law) with assistance and expertise relating to fundamental rights. In that sense, the FRA comes closest to what one could consider a human rights institution for the EU. In this role it applies and promotes the Charter of Fundamental Rights of the EU (EU Charter). In December 2025, the Agency co-organised the 25th anniversary conference of the EU Charter, together with the European Commission and the Danish Presidency of the Council of the EU.
- In carrying out its tasks, the Agency shall refer to fundamental rights as referred to in Article 6 of the Treaty on European Union (TEU) which gives the EU Charter the same status of EU primary law as the treaties (Articles 2 and 3(2) of the Agency's founding regulation). The thematic spectrum of the Agency's work engages the full text of the Charter ranging from discrimination, access to justice, asylum, policing, data protection, protection of children, border management to racism, integration, environment or artificial intelligence.

➤ **Promoting Charter compliance**

- Drawing attention to the Charter as normative basis for EU policy and law, FRA has provided a broad spectrum of guidance, reports, legal opinions and training for legal practitioners to apply the Charter in their daily practice. These include:
 - A regular assessment of the application of the Charter is provided in a dedicated chapter in the Agency's annual [Fundamental Rights Report](#).
 - The Agency's 2025 report on *"Better law-making: the role of fundamental rights impact assessments"* deals with the application of the Charter in law making, both at the EU and national levels, and promotes impact assessments as a structured means to anticipate how proposed legislation and policies may affect fundamental rights before they are adopted. *Publication forthcoming in December 2025.*
 - Upon request, the agency can deliver (legal) opinions on EU legislative proposals to assess their compatibility with fundamental rights. See for instance the [FRA opinion 2/2019 on the Proposal for a Regulation on preventing the dissemination of terrorist content online and its fundamental rights implications](#), referring to relevant articles of the EU Charter.
 - The Agency also provides practical tools that assist in applying the EU Charter. The Handbook on [Applying the Charter of Fundamental Rights of the European Union in law and policymaking at national level](#) is available in 22 languages. [Charterpedia](#) is an online encyclopaedia on the Charter providing national case law using the Charter and a plethora of additional information. [Charter E-guidance](#) is an online tool for judges and legal practitioners to check a specific case by answering a series of questions to determine the applicability of the Charter at national level. The courses are available in all EU languages apart from Maltese and Irish.
 - The Agency is also engaging in training activities together with key partners such as the European Judicial Training Network. For trainers, the Agency has developed a targeted [Charter training manual](#) available in 22 languages.
 - Finally, FRA has developed awareness raising tools such as the [anniversary "highlight"](#) created for the 25th anniversary of the Charter, [27 country Charter factsheets](#), a general Charter video *"Apply the Charter, deliver our rights"* and more specific videoclips on the Charter's [history](#) and its [content](#).

- For the Charter to develop its full potential and added value, it is key that legal practitioners and experts are fully aware of the EU Charter and can exchange knowledge and experience. For this purpose, the Agency, together with the European Commission, organises an annual CharterXchange. The [third edition](#) of this important event, bringing together around 600 experts, takes place on 8 and 9 December 2025.

➤ **Awareness and training to agency staff**

- In 2023, the Agency organised an awareness raising seminar for its staff presenting recent developments regarding the EU Charter's application. It showcased the Agency's work related to the Charter, as well as introducing the practical tools and resources available to staff, including, for example, the [Council of Europe HELP course on the interplay between the Charter and the European Convention on Human Rights and Fundamental Freedoms \(ECHR\)](#). The seminar raised the staff's awareness on the Agency's activities on the EU Charter highlighting the need to refer to the Charter in all areas of the Agency's work.
- In 2025, the Agency hosted a training by the European Ombudsman on good administration and [Article 41 of the EU Charter](#).

➤ **Workplace equality and diversity**

- In 2024, the Agency adopted Guidelines for the implementation of aid for FRA staff with disabilities. These guidelines set out the possibilities for staff with disabilities to request aid under Articles 1d and 76 of the EU Staff Regulations. Under these guidelines the Agency shall further provide reasonable accommodations in its premises to ensure maximum accessibility and comfort to the staff members in need of special accommodation, adapted to their specific needs. This aid and reasonable accommodations are intended to protect and promote the rights of people with disabilities under Articles 20, 21, 23, 26, 31, 34, and 35 of the EU Charter.

➤ **Inter-agency cooperation in the JHA area**

- FRA convenes regular meetings with the Fundamental Rights Officers of the EU Asylum Agency (EUAA), FRONTEX, and EUROPOL.
- At its first CharterXchange event in 2023, the Agency and the European Commission organised a side-meeting for the JHA agencies. 32 representatives of the JHA agencies exchanged on their agencies' promotion of the Charter amongst staff and in their operational work (training, access to documents, or when providing recommendations to Member States). Ever since, JHA agencies have been invited as participants to the annual CharterXchange events.
- With a view to create synergies in promoting the Charter amongst legal professionals, FRA and the EUAA included both agencies' Charter related material and tools on their respective websites (online libraries) in 2024. For FRA see [here](#).
- In 2024, the JHA agencies participated in the joint FRA/European Ombudsman survey on [Rights of people with disabilities in EU Agencies: preliminary results of a survey on the CRPD](#). The exercise provided findings on how [Article 26](#) (Integration of persons with disabilities) is applied at the level of EU agencies.

➤ **Fundamental rights protection**

- With the entry into force of the current Regulation (EU) 2019/1896, the mandate and capacities of the Agency and of the Fundamental Rights Officer (FRO) were extended. These changes were accompanied by legislative and practical efforts to ensure full compliance with fundamental rights in all Frontex activities.
- During Frontex operations, Fundamental Rights Monitors (FROMs) are deployed in the field to monitor activities, engage with officers and migrants, and ensure fundamental rights compliance of Frontex operations, in accordance with EU and international law. They work closely with the FRO, who provides independent oversight.
- Additionally, suspected violations are reported through the [Serious Incident Report \(SIR\) mechanism](#), while [the Complaints Mechanism](#) gives individuals the right to raise their concerns directly.
- To foster the protection of fundamental rights during the implementation of operational activities, Frontex has established binding Codes of Conduct with provisions related to the principles of the rule of law and respect for fundamental rights, with a particular focus on persons in need of international protection or in other vulnerable situations.

➤ **Awareness and trainings to agency staff**

- Frontex integrates fundamental rights into its training programs, including the Frontex Codes of Conduct, the Common Core Curricula for border guards, and specialized trainings for border surveillance officers and forced-return monitors. The FROMs provide continuous fundamental rights training as part of the pre-deployment Common Core Curricula for all Frontex Standing Corps Officers (SCOs), as well as to border guards and members of other relevant authorities from Member States participating in Frontex operations.
- Frontex has developed an Operational Training Programme for newly recruited SCOs, Group Leaders, Section Leaders, and Frontex Contingent Commanders, which includes a dedicated chapter on fundamental rights. The Agency has also started updating the Sectoral Qualifications Framework for Border Guarding to ensure that fundamental rights competences are embedded in training offered to border and coast guards.
- An e-learning course on Fundamental Rights in Frontex has been developed and made available in 2024 for all Frontex staff to provide easy and on-demand access to the learning material explaining fundamental rights definition, scope, obligations as well as the composition of Frontex' Fundamental Rights system.
- Public Access to Documents (PAD) Team at Frontex conducts regular internal trainings for staff members to ensure they are well-equipped to handle PAD applications under Regulation (EC) No 1049/2001. There is also a publicly available [User Manual on PAD](#), which explains the agency's obligations under the legal framework of PAD.
- Frontex has developed a mandatory training for staff involved in return operations (Vulnerable Groups in Return - Children and Families training programme) under the Toolbox for Children in Return, in collaboration with FRO, Consultative Forum and national and international entities.

➤ **Workplace equality and diversity**

- Frontex is dedicated to workplace equality and diversity, marked by the 2024 adoption of its first Diversity and Inclusion Policy. This policy commits the Agency to creating a diverse and inclusive

environment and provides a framework for promoting these values in all its operations. To implement the policy, the D&I team developed an Implementation Plan with practical actions, such as communication initiatives, recruitment adjustments, staff training, and monitoring efforts. The Agency will also issue annual reports to track progress and identify improvement areas.

➤ **EU Charter compliance**

- Frontex is committed to complying with the EU Charter of Fundamental Rights and ensuring that its activities are transparent and accountable.
- As part of its annual Vulnerability Assessment, Frontex gathers data from Member States on their ability to effectively refer asylum applicants and vulnerable groups, ensuring alignment with EU and international legal standards. The findings may result in the Executive Director issuing legally binding recommendations to improve compliance and capacity.
- Frontex has established a legal and policy framework for return activities that incorporates fundamental rights legislation, such as the Charter. This framework includes the European Return Liaison Officers Modus Operandi and the Technical Assistance Projects for Return, Readmission, and Reintegration Strategic Programme. The operational plan for returns outlines provisions to safeguard fundamental rights, detailing reporting mechanisms for potential breaches and the process for submitting complaints.
- In the Frontex-Assisted Returns module, Member States' return needs are assessed based on respect for fundamental rights, evaluated with the FRO against the return country's situation. To comply with the Fundamental Rights Action Plan, Member States must confirm to Frontex that all participants have provided written consent to adhere to the Code of Conduct for return operations coordinated by Frontex.
- Through the Toolboxes for Vulnerable Groups, the Agency aims to strengthen the protection of fundamental rights also in the pre-return phase, in line with its mandate.
- The Agency has also developed a tool Vulnerable Groups in Return-Check, which complies with Article 3(1) of the Charter and sets a new standard for identifying vulnerabilities in individuals subject to return procedures. It enables detection of potential vulnerabilities and health issues at every stage of the return process.
- As a part of the EU Reintegration Programme, Frontex conducts monitoring missions to assess the quality and fundamental rights compliance of reintegration assistance, in close consultation with the FRO.

➤ **Inter-agency cooperation in the JHA area**

- The cooperation with other JHA Agencies is guided by the concept of European Integrated Border Management, which links daily border activities with wider EU efforts in law enforcement, asylum, judicial cooperation, and data management.
- In Joint Operations and Rapid Border Interventions, Frontex deploys its Standing Corps according to Operational Plans that define participant roles, data protection, reporting duties, and fundamental rights safeguards. Europol and Eurojust can join via coordination centres or secure platforms to exchange real-time information and analysis.
- Together with CEPOL, EUAA and FRA, Frontex develops and delivers joint training for border officers, focusing on operational skills, return procedures, and the protection of fundamental rights. In addition, in close cooperation with EUAA, Frontex has developed a harmonised training offer on screening.
- In the area of return, Frontex works closely with EUAA and maintains regular exchanges to ensure coherence between return and reintegration activities and asylum processes, sharing data, good practices, and expertise on post-return monitoring and beneficiary support.