

Employer Branding – EEOE & Disability Inclusion:

Description of arcenciel:

Founded in 1985, arcenciel is a sustainable developmental non-governmental organization, recognized for being of apolitical, non-confessional and independent. arcenciel works to implement its action in a multi-disciplinary way “with and for every person with difficulty”.

arcenciel is committed to ensure equality, promote diversity and guarantee a healthy and productive workplace. We prohibit discrimination of any type and afford equal employment opportunities to employees and applicants without regard to gender, nationality, disability, race, color, religion, sexual orientation, pregnancy, etc.

We believe and work on achieving equality between genders as partners of development and ambassadors in promoting gender equality. We aim to empower women in the workplace through a supportive benefit package, and work to integrate them into the economic and social aspects of their society by encouraging women to play their part in achieving sustainable development and reach their full potential in the society.

arcenciel also ensures to value the ability and individuality of people with disabilities by providing each individual with the opportunities needed to reach their full potential as participants within an inclusive culture. We affirm that the full and complete realization of the human rights of all persons with disabilities is an inalienable, integral and indivisible part of all human rights and fundamental freedoms. Also, arcenciel states its intention of and commitment to continuing to pursue the goals of inclusion and empowerment of persons with disabilities and their human rights, well-being and perspectives.

arcenciel encourages job seekers with disability to apply to its vacant positions, and engage in economic and social development activities. We commit to providing reasonable accommodation for applicants, when requested.

Applicants with disabilities (difficulties) are encouraged to send an email on recrutement@arcenciel.org, if they present any requests for reasonable accommodations during the recruitment process.

arcenciel's Values:

arcenciel believes that every person, no matter the severity of their disability, is capable of overcoming her/his difficulties and contribute to the community in which they live. arcenciel's action is grounded on the following values:

Reception:

arcenciel values welcoming every individual regardless of their gender, race, nationality, or religion to benefit from its services. Thus, arcenciel's volunteers are responsible to show continuous availability, discretion and dedication to all stakeholders.

Professionalism

arcenciel strives to upkeep the outmost professional treatment for all its stakeholders through the first-rate performance by each member of the team. The continuity and follow-up of the actions carried out are to ensure the highest quality of work.

Integrity and Transparency

arcenciel is committed to ensuring that its policies are based on the notions of integrity and transparency, through having strong moral principles and valuing; honesty, reliability, and trustworthiness.

Equality:

arcenciel recognizes that all individuals are equal. Therefore, the members of the arcenciel team serve everyone without discrimination of any gender, race or religion.

Respect:

Respect for the human, is a carried value by our team members. Everyone is welcomed at the organization with all due respect for their dignity.

Team Spirit:

Trust, loyalty, equality and solidarity are the values that unite our team members, employees at arcenciel are called volunteers in pursuit of a selfless goal and their commitment to our social mission.