Charter

OF COMMITMENT

FOR LGBT+ INCLUSION

IN HIGHER EDUCATION

autre cercle

Preamble

Only genuine changes in cultures, organisations and practices can advance sexual orientation and gender identity issues. Recognising this, and in order to ensure an inclusive workplace environment for Lesbian, Gay, Bisexual or Transgender people (LGBT+*), L'Autre Cercle, an association which aims to promote the inclusion of LGBT+ people in the workplace, established in 2012, with the encouragement of **Accenture**, the LGBT+ Charter which binds public and private employers to their LGBT+ and non-LGBT+ employees.

In 2022, L'Autre Cercle, in partnership with **Caélif** (Collective of LGBT+ student associations in the Île-de-France region), **FAGE** (French Federation of Students' General Associations) and with the support of the **French Ministry of Higher Education and Research**, the **French student watchdog on sexual and sexist violence in higher education**, convinced that all the stakeholders in higher education have a role to play in order to guarantee, for their students and pupils, a caring study environment and to prepare them to become stakeholders in an inclusive professional world, propose that higher education establishments sign the LGBT+ Charter, thus creating a commitment between them and their employees, teaching staff, students and pupils, both LGBT+ and non-LGBT+.

In partnership with CAELIF Etudiant-e-s LGBT+ FAGE LES ASSOS ÉTUDIANTES

and with the support of MINISTÈRE DE L'ENSEIGNEMENT SUPÉRIEUR ET DE LA RECHERCHE Liberté Égalité Fraternité — OBSERVATOIRE ÉTUDIANT DES VIOLENCES SEXUELLES ET SEXISTES DANS L'ENSEIGNEMENT SUPÉRIEUR

By this Charter, the signatory higher education establishments make the following commitments:

1 Create an inclusive environment for LGBT+ employees, teaching staff and students

a) Cultivate a climate of understanding free from intimidation, hostility, bullying, insult, aggression or any form of discriminatory behaviour based on sexual orientation or gender identity. Leadership, student associations and organisations and the teaching staff shall act in a way that exemplifies this.

b) Ensure increased awareness, training and support on the issue of equal treatment of LGBT+ people for leaders, employees and teaching staff involved in the processes of recruitment, training, personnel evaluation and career management.

c) Ensure increased awareness, training and support for their students so that they are inclusive and caring in daily life in order to ensure for all good study conditions today and good working conditions tomorrow.

d) Specifically include LGBT+ themes in internal communications on commitments in favour of equal treatment and diversity and identify an LGBT+ sponsor.

e) Support employee, teaching staff, student association and student initiatives to combat discrimination against LGBT+ people.

2 Ensure equal rights and treatment regardless of sexual orientation or gender identity

a) Ensure that internal regulations and procedures concerning sexual orientation or gender identity do not either discriminate, or facilitate discrimination, and create conditions guaranteeing the confidentiality of information concerning sexual orientation or gender identity.

b) Guarantee universal access to existing rights and benefits provided by the higher education establishment as regards conjugality and parenting (health benefits, insurance coverage, family leave, etc.); communicate regularly and facilitate access to information about these subjects.

3 Support employees, teaching staff and students victims of discriminatory behaviour

a) Ensure a visible commitment by the establishment's leadership and its departments against any discriminatory behaviour towards LGBT+ people.

b) Work together with the representatives of employees, teaching staff and students.

c) Explicitly integrate the protection of LGBT+ people into listening structures and anti-discrimination reporting, and promote these structures internally.

d) Put in place actions designed to prevent and, where necessary, discipline, any discriminatory behaviour.

4 Measure progress and share best practices to advance the general workplace and higher education environment

a) Create and promote tools to measure the effectiveness of actions taken by all the establishment's stakeholders.

b) Participate in meetings to facilitate the sharing of best practices and progress.

c) Communicate LGBT+ best practices and commitments outside the higher education establishment.

d) Integrate progress into assessments and reports (annual reports, sustainable development, diversity, HR) and audits carried out as part of the certification of Labels and Standards.

* *LGBT+: Lesbian, Gay, Bisexual, Transgender and everyone who does not identify as heterosexual or cisgender*

LAUNCHED ON THE 13TH OF OCTOBER 2022, IN THE PRESENCE OF SYLVIE RETAILLEAU, MINISTER OF HIGHER EDUCATION AND RESEARCH

On signing L'Autre Cercle's Higher Education LGBT+ Charter, in partnership with Caélif, FAGE and with the support of the French Ministry of Higher Education and Research, the French student watchdog on sexual and sexist violence in higher education, the signatories undertake to assume ownership of the Charter and they authorise these organizations to impart information concerning the Charter.

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