Charter to Promote Equality and Fight Discrimination at the Université de Rennes 1

The university is an open world: it welcomes, as in the whole of society, a constantly renewed population of great diversity. As a public employer, and through its mission of training and support for professional integration (especially for young people), the university has a duty to set an example with regard to the guarantees of equal rights and opportunities that it can provide to all members of its community. The Charter to Promote Equality and Fight Discrimination expresses the will of the Université de Rennes 1 to step-up its equal rights and opportunities policy and to translate it into action, for all students and staff. Stemming from the collaborative work of university representatives, it outlines the institution’s commitments and specifies the actions allowing these to be implemented.

Having regard to Article 6 of the Declaration of the Rights of Man and the Citizen;
Having regard to Law No. 1983-634 of 13 July 1983 on the rights and obligations of civil servants;
Having regard to Organic Law No. 2011-333 of 29 March 2011 relative to the Human Rights Defender;
Having regard to Law No. 2008-496 of 27 May 2008 issuing various provisions adapting the national legislation to community law in the field of combating discrimination,
Having regard to the Criminal Code, in particular Articles 225-1 to 225-4 and Article 432-7;
Having regard to the Memorandum of Understanding of 8 March 2013 on Professional Equality between Women and Men in the Public Service;

The university undertakes to:

• Include the fight against discrimination and the promotion of equality in its human resource policy,

• Ensure, through appropriate training or awareness-raising activities, that all staff (officers, executives, HR managers, other managers, panel members, staff representatives and all students) take into account the principles and challenges of equality and the fight against discrimination, whether direct or indirect. The institution also undertakes to update the content of the training courses proposed, in particular for staff, in order to eliminate all possible stereotypes.

• Guarantee the transparency and objectivity of human resource management procedures at each key stage in the careers of the university’s permanent and contractual staff – recruitment, evaluation, mobility, promotion and advancement, lifelong learning – in order to promote workplace equality and the fight against discrimination.
• **Fight against hazing** and promote preventive actions prior to the organisation of events that could lead to situations of discrimination or an attack on dignity. Promote and **support initiatives** that help raise awareness and fight discrimination.

• **Ban stereotypes** and discriminatory or sexist statements from all communication media and from any document distributed by or within the university.

In order to ensure promotion of the Charter and monitoring of its implementation, the university undertakes to:

• Disseminate the Charter and its values to all university students and staff by all relevant means and especially by means of display in each department, distribute it jointly with the booklet for new arrivals, and by any other means of internal communication using a range of information technologies.

• **Identify a steering committee** whose key mission will be to disseminate and promote the Charter, to specify procedures for guiding witnesses and victims of discrimination towards the appropriate support structures, and to draft action plans. The composition of this steering committee will be validated by the Academic Council and the Technical Committee of the university at the proposal of the Mission for Gender Affairs and to Fight Discrimination.

• **Present an annual report** on the implementation conditions of the Charter to all university students and staff, and in particular an inventory of good practices and feedback.

Annexes:

**Direct discrimination shall be taken to occur in** a situation where one person is treated less favourably than another is, has been or would be treated in a comparable situation based on their origin, gender, family situation, pregnancy, physical appearance, particular vulnerability resulting from their economic circumstances, either apparent or known, surname, place of residence or bank address, state of health, loss of autonomy, disability, genetic characteristics, mores, sexual orientation, gender identity, age, political opinions, trade union or works council activities, ability to express themselves in a language other than French, real or presumed membership or non-membership of an ethnic group, nation, presumed race or determined religion.

**Indirect discrimination shall be taken to occur** where an apparently neutral provision, criterion or practice would put persons, for one of the motives mentioned above, at a particular disadvantage compared with other persons, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.