

# Equality

## diversity and inclusion initiative



sciences**po**.aix

[www.sciencespo-aix.fr](http://www.sciencespo-aix.fr)

25 rue Gaston de Saporta  
13100 Aix-en-Provence

## **Equality** diversity and inclusion initiative

The Equality, diversity and inclusion initiative at Sciences Po Aix is aimed at all students as well as teaching and administrative staff. The initiative combats various forms of discrimination at the School by raising awareness and encouraging prevention, but also by dealing with reported cases.

Our commitments:

- Provide information on the equality policy at Sciences Po Aix
- Take action to prevent and combat all forms of discrimination
- Provide advice on equality-related issues
- Guide victims of discriminatory behaviour, and carry out awareness-raising activities on gender equality in the workplace

### **Promoting Gender** Equality

Since 2016, the Equality, diversity and inclusion initiative at Sciences Po Aix has been providing information and raising awareness among students and staff.

Conferences and debates on parity, every day ordinary sexism and gender discrimination are organised throughout the year. These events provide people with keys to improve their understanding of the issues at stake and help to achieve real gender equality together.

### **Fighting against** discrimination

French Labour law defines discrimination as « unequal and unfavourable treatment applied to certain persons on the basis of a criterion prohibited by law, namely race, origin, language, name, gender, physical appearance, membership of a philosophical, trade union, political or religious movement ».

The Equality, diversity and inclusion initiative have to be implemented based on respect for differences and by promoting harmonious coexistence within the school.

### **Fighting against** harassment

Sciences Po Aix is committed to fight against moral and sexual harassment practises, whether it affects the victim's dignity or creates an intimidating, hostile or offensive situation. The Equality, diversity and inclusion initiative provides students with information and assistance : their rights, their options and the assistance they can get to cope with any situation that is against the law on behalf of harassment.

### **Fighting** gender-based and sexual violence

Gender-based and sexual violence is severely prohibited and severely punished by French laws. Sciences Po Aix plays its own role to promote harmonious co-existence within the school by implementing awareness-raising modules dealing with subjects such as : consenting, sexism and sexual and gender-based violence issues.

**To report a case** please fill in the appropriate form and send it to the initiative at the following address

→ [dee@sciencespo-aix.fr](mailto:dee@sciencespo-aix.fr)



## The internal **Counselling and Support** Unit

An Equality Counselling Unit, composed of two teaching staff and the Equality Officer, is responsible for gathering the views and testimonies of the entire Sciences Po Aix community (students and staff) on issues such as harassment, violence or discrimination of any kind: racism, anti-semitism, sexism, homophobia, etc. Interviews are conducted in pairs, discussions are confidential, anonymity can be maintained, members trained to hearing out victims and gathering information.

The account is approved by the person reporting the incident, and data are stocked securely. The counselling unit, in charge of listening, guiding and providing information, secures the protection of victims and whatever care they need.

## The external Unit : **APERS**

Since 2022, Sciences Po Aix has also been equipped with an external support unit. It allows any member of the school to be taken in charge by the APERS – an association « law 1901 » agreed with the Ministry of Justice and empowered by the high courts of Aix-en-Provence and Tarascon.

The APERS offers psychological support to any student or staff victim of any discrimination or violence and helps them to file a complaint according to the person's wishes. The first interview is conducted by a social worker.

### Have you been a **victim** or **witness** of a situation of violence or discrimination?

You can submit a report by filling in the appropriate form, available on the Sciences Po Aix website, which should be sent by e-mail to the following address:

→ [dee@sciencespo-aix.fr](mailto:dee@sciencespo-aix.fr)

Upon receipt of this form, you will be offered a personal interview. This discussion will be confidential, impartial and neutral. It will be followed by a report by the members of the unit, which will outline the facts and make recommendations.

### Report form

→ on Sciences Po Aix website



### Contact the DEE:

→ [dee@sciencespo-aix.fr](mailto:dee@sciencespo-aix.fr)



### Appointment proposal or orientation to the APERS



## Contact

Caroline Henry

Equality, diversity and  
inclusion initiative officer

→ [mission.egalite@sciencespo-aix.fr](mailto:mission.egalite@sciencespo-aix.fr)

## Equality Counselling and Support Scheme

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→ [dee@sciencespo-aix.fr](mailto:dee@sciencespo-aix.fr)

## Report form

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→ [www.sciencespo-aix.fr/vie-a-sciences-po-aix/  
vie-etudiante/aide-ecoute-assistance/](http://www.sciencespo-aix.fr/vie-a-sciences-po-aix/vie-etudiante/aide-ecoute-assistance/)