

COMMITMENT TO THE FIGHT AGAINST SEXUAL AND SEXIST VIOLENCE.

Discriminatory behavior violates human dignity and constitutes an infringement of the rights of each and every one of us. It also creates an atmosphere that goes against the role that the State has entrusted us with, that is, to promote learning and education, and this affects all ENS staff, as well as our students.

In 2013, a representative for equality between women and men was appointed in the School as part of the Equality Charter. Today, two Equality referents, Christine Detrez and Vivien Vergès, (referentes.egalite@ens-lyon.fr) are working transversally to promote events and coordinate within ENS de Lyon, as well as liaising with their counterparts in other institutions and establishments. On our institutional and intranet sites, you can find specific pages reminding us of the policy of the School, along with the contact details of the representatives in charge of equality : (<https://intranet.ens-lyon.fr/egalite-femmes-hommes/>).

This commitment will be published in addition to a practical guide for public communication campaigns with no gender stereotyping. The Internet pages will be updated with a program aimed at increasing general awareness, and training (including conferences, films, theatrical performances, etc.).

It seems important to me to remind everyone of the definition of sexual harassment which concerns not only gestures, but any behavior (remarks, written comments) with a sexual connotation, that is imposed repeatedly on a person, and which either violates the dignity of the person, or, creates an intimidating, hostile or offensive situation. I would like to reiterate that I do not tolerate and will not tolerate any sexist or sexual violence within our institution. I am and will be vigilant to ensure that we comply with the regulations, as well as with the initiatives that have already been undertaken and in relation to the establishment of new training and diagnostic studies, such as those recommended by the Ministry of National Education and the Ministry of Higher Education, Research and Innovation.

These actions will be supported by the creation of an Equality Commission which I will chair and which will be led by Equality referents, two representatives of staff belonging to the Health and Safety Committee in addition to a representative from the Human Resources and the Communication Departments, an elected student, teacher and staff support services representatives. Other participants will be included, depending on the agenda (Mission Handicap, the department for Prevention and Safety at work, Department of Legal affairs, external experts...).

This Equality Commission:

- will lead the setting up of an information campaign about the establishment's policy and the rules in force, for everyone, at key moments: at the beginning of the academic year, and when welcoming new students and staff, etc.;
- ensure the creation, on each site, of a dedicated mailbox so that everyone can report situations encountered, with respect to confidentiality;
- set out the procedure to be followed in the case of sexual harassment, in compliance with the applicable regulations. The Equality Commission will write a note to be communicated to department managers, as well as department or unit directors;
- will work on gender and sexual violence cases, in groups with a restricted number of participants who will receive training on all relevant psychosocial and legal aspects.

As part of the institution's continuing education policy, training will be provided for the prevention of sexual harassment, for those who wish to participate, and in particular for student associations, administrative services, and department or research structure managers.

I share the dedication of each and every one of you regarding these gender equality issues and the fight against sexism and sexual harassment. I am counting on you to defend and share this commitment that must be everyone's concern.

Jean-François Pinton
President of ENS de Lyon

