

ENS de Lyon Charter of Commitment against all forms of discrimination, racism, anti- Semitism, violations of rights, incitement to hatred and violence

ENS de Lyon Charter of Commitment against all forms of discrimination, racism, anti-Semitism, violations of rights, incitement to hatred and violence	1
Preamble.....	2
Introduction	3
Background	3
Scope	3
Resources	4
Our commitments	5
Appendix: regulatory framework	9



Preamble

Intolerance of difference manifests itself in the public sphere, where it can sometimes even become pervasive; it is displayed on the walls of our cities, in the media, and on social media. It would be a mistake to believe that higher education is immune to this. Against this backdrop, the ENS de Lyon is committed to combating all forms of discrimination and will not tolerate any stigmatising, humiliating or violent behaviour.

With this charter, the institution is equipping itself to achieve this aim: it affirms its full commitment to equality between people and to respect for human rights. Everyone's involvement is required. Furthermore, promoting diversity is not only a matter of justice, but also a prerequisite for the smooth functioning and effectiveness of all working groups, whatever their nature (education, research and support services).

This charter, which is addressed to the entire university community, including those who participate on an ad hoc basis in the life of the ENS de Lyon, is accompanied by annexes setting out a number of definitions and legal aspects, and outlining the procedure for investigating reports; a guide and an action plan complete the framework.

I would like to extend my warmest thanks to the Equality and Diversity Unit, and the working group it led, for the high quality of their contribution and of these documents. They are the result of a broad collective effort and form a solid foundation against all forms of discrimination.

Emmanuel Trizac,

April 2026



Introduction

Note: to ensure non-discriminatory language use, this Charter is drafted to include both feminine and masculine forms of titles, to favour gender-neutral forms where possible, and to use grammatical agreement based on proximity.

Background

Committed since 2013 to promoting equality between women and men and supporting people with disabilities, the ENS de Lyon has formalised its equality policy through a Disability Master Plan, which has been renewed twice since 2020, and an Action Plan for Professional Equality, which was renewed and updated in 2024. Coordinated by a disability officer and an equality and non-discrimination officer – supported by an two equality advisors – this policy has gradually been expanded to cover the issue of discrimination, notably through the appointment in 2024 of a racism, anti-Semitism and discrimination advisor.

Issues of diversity and equality form an integral part of the 2025–2028 Institutional Plan, through a preventative approach set out in Priority 3 ‘Quality of life at work / for students – Health’, and through concrete actions promoting ‘Openness and Diversity’ (Pillar 5) and welcoming international students (Pillar 8).

In 2025, this approach took concrete form through participation in a survey on experiences of racial discrimination in higher education and research (ARCHERIF) and through the organisation of a working group that met four times between October 2025 and February 2026. This consultation between the Equality and Diversity Unit (Officer, equality advisors, and racism and anti-Semitism advisor), a legal adviser (the secularism liaison advisor), representatives from student welfare, communication office and human resources office, as well as elected representatives of staff, students and alumni, have led to the drafting of this Charter of Commitment against all forms of discrimination (including classism, racism and anti-Semitism, xenophobia, sexism, LGBT+phobia and ableism), psychological harassment, and sexist and sexual violence; this was done in conjunction with the publication of Law No. 2025-732 of 31 July 2025 on combating antisemitism in higher education.

Scope

The scope of this Charter is intended to be broad in order to take account of the legal framework, which sets out 26 grounds for discrimination, but also, and above all, to reflect people’s lived experiences, which are intrinsically linked to their social position and the interplay of power relations within society (see the term ‘*intersectionality*’ in the Information Booklet attached to this Charter).

This experience is not confined solely to the premises of the ENS de Lyon, nor is it limited to its staff alone.

This Charter is also intended to apply to all those carrying out activities on behalf of the ENS de Lyon or present on its premises, namely:

- All members of staff at the institution, including administrative and technical staff, faculty members and research staff, and PhD students or doctoral students;

- All students at the institution;
- All users of the institution;
- All individuals and legal entities present on the institution's premises in any capacity whatsoever (e.g. visiting staff, service providers, members of the public).

This applies to all activities at the Descartes and Monod sites, including halls of residence and university canteens, as well as those taking place outside the School (work placements, fieldwork, seminars, conferences, student social events, etc.) and online (via social media and instant messaging services, for example).

Resources

This Charter is accompanied by resources identified or produced by the working group in 2026. These will be supplemented by further materials depending on the issues and needs identified. You may already refer to the following resources to aid your understanding and adoption of the commitments set out in this Charter:

- A Guide to definitions, support mechanisms, key figures and practical examples.
- An information booklet on the legal framework.
- A list of internal contacts and external organisations.
- Four awareness-raising campaigns launched since 2021 on gender-based and sexual violence (GBV), LGBT+phobia, psychological harassment and racism and anti-Semitism.
- An information guide on the ENS de Lyon's reporting procedure.
- The detailed procedure for reporting and handling cases of discrimination, harassment and gender-based and sexual violence at the ENS de Lyon.
- Additional resources and suggestions for awareness-raising initiatives in collaboration with the Equality and Diversity Unit, available on the intranet page (Documentation > Equality and Non-Discrimination Unit): <https://intranet.ens-lyon.fr/documentation/mission-egalite-et-non-discrimination>

Our commitments

Towards an inclusive and safe learning and working environment

- Find out more:
 - The ENS de Lyon is committed to communicating and **making information accessible** (in French and English, in various formats) on prevention and the procedures for reporting discrimination (including classism, racism and anti-Semitism, xenophobia, sexism, LGBT+phobia and ableism), psychological harassment and violence, particularly sexist and sexual violence.
 - Those to whom this Charter applies must **familiarise themselves with and comply with the commitments** set out here in all their activities relating to the School.
 - Everyone must **keep themselves informed** using the resources made available with this Charter, as well as through the awareness-raising and training initiatives regularly organised and updated within the School.
- Prevention and Response
 - The ENS de Lyon is committed to organising prevention initiatives and **strongly encouraging those with managerial and/or academic responsibility to undertake training.**
 - Those to whom this Charter applies are encouraged to **play an active role in preventing and reporting** any incident of discrimination, harassment or violence, regardless of the perceived grounds.

Advice on how to intervene and respond (excluding serious situations where there is a risk of danger to yourself or others; in such cases, contact the School's security office or the national emergency numbers as a matter of priority):

- If you directly witness a situation that causes distress or constitutes a form of violence or a violation of rights, you can **speak to the person affected to find out how they are and refer** them to internal support and assistance services (medical services, the Equality and Diversity Unit, the Disability Unit, social services, etc.). As a witness, you can **contact the Equality and Diversity Unit** (three recipients only) to discuss the situation, your concerns, your needs and those of the victim at:
signalement.violences.discriminations@ens-lyon.fr .
- If someone confides in you, the principles to follow are as follows: show compassion, respect the trust they have placed in you by maintaining a confidential and non-judgmental environment, and support them at their own pace, taking their needs into account. Above all, ensure you respect your own needs and boundaries by referring this person to another trusted contact if you prefer. If you agree to support them, you can help them draft a statement, and you can get in touch with and accompany them to an initial appointment with the Equality and Diversity Unit (three recipients only):
signalement.violences.discriminations@ens-lyon.fr
- To receive a listening ear and medical and psychological support, **contact the occupational health office or the student health office** (depending on the status of the

person you are supporting). This appointment and any follow-up will be subject to professional confidentiality.

Appointments with the Equality and Diversity Unit take place in a confidential setting and will not result in any further action or official reporting without the consent of the person affected (except in serious situations, such as criminal offences, or urgent situations that may pose a danger and/or require swift action).

Find out more about the reporting procedure on the ENS de Lyon website, under the section '[About us > Our Commitments > Fight against Discrimination and Violence > Process](#)'

- Reporting and disciplinary action
 - The ENS de Lyon is committed **to responding to all reports, and to taking the necessary measures appropriate** to the situation and to the expectations of the person making the report. Where necessary, the ENS de Lyon will launch an internal administrative investigation, which may lead to disciplinary proceedings. The ENS de Lyon is committed to sanctioning any act of anti-Semitism, racism, discrimination, incitement to hatred or violence, as well as any professional misconduct, offences and/or behaviour that undermines the smooth running or reputation of the School.
 - The Equality and Diversity Unit, which receives reports, is committed to listening to and supporting anyone reporting incidents, whatever the reason, in a **confidential and compassionate** manner. As such, it undertakes to respect the wishes and pace of the person concerned, to refer them to external professionals and organisations that can help assess their situation, and to keep them regularly informed of the actions taken by the School throughout the procedure.
 - Members of the Action Unit, who are mobilised following the initial consultation and with the consent of the person reporting the incident, undertake to **sign the Action Unit's Charter of Commitment and to adhere to** the following **ethical principles**: confidentiality, professional discretion, neutrality, transparency – particularly regarding any potential conflicts of interest – adherence to procedure, availability and participation in meetings, teaching sessions and the work of the Action Unit.

Towards human resources practices that ensure a non-discriminatory environment

- The ENS de Lyon will ensure that these commitments are embedded in an **integrated and cross-cutting** manner within initiatives relating to quality of life at work, working conditions and social dialogue.
- The ENS de Lyon is committed to **implementing measures to prevent bias and discrimination** in the recruitment, induction and integration of staff and students, in close conjunction with its Action Plan for Professional Equality and the HRS4R initiative.
- To this end, the ENS de Lyon is committed to supporting managers and all staff through **collective and individual initiatives, in particular by providing tailored training**.
- The ENS de Lyon is committed to **making non-French-speaking members of the public feel welcome** through the use of English (clearly identified courses taught in English, Communications Office, the working environment, and general alerts that are systematically translated into English), whilst ensuring easy access to the resources and internal support mechanisms that these groups may require to facilitate their integration and well-being.

Towards a diverse student intake and tailored support measures

- The ENS de Lyon is committed to reviewing **its student recruitment** practices, in line with the challenges of social inclusion and diversity facing the prestigious universities.
- In collaboration with the 'Equal Opportunities' Observatory of the four ENS institutions and the Institut Polytechnique de Paris, the School is committed to **monitoring and evaluating the measures** implemented.
- The ENS de Lyon is committed to putting in place the necessary **support measures and academic assistance** to ensure integration, well-being and the smooth progression of studies, in line with the challenges of social inclusion and diversity facing the prestigious universities.
- The ENS de Lyon is committed to **supporting student societies** in their efforts to prevent discrimination and violence through training and information materials, particularly on classism, racism and anti-Semitism, xenophobia, LGBT+phobia, ableism, psychological harassment, and sexist and sexual violence.

Towards critical and diverse teaching practices

- The ENS de Lyon is committed to informing and **raising awareness amongst all its stakeholders regarding the specific nature of so-called 'asymmetrical' relationships**, which involve a hierarchy and power dynamic, particularly between tenured faculty members and students, (post)doctoral students and non-tenured staff, as well as between students at different stages of their studies. Indeed, this type of relationship creates unequal dynamics that can lead to violence.
- The ENS de Lyon is committed to equipping female and male faculty members to address this challenge by rolling out **training initiatives tailored to the context of educational and academic relationships**.
- Faculty members and researchers working at and/or for the ENS de Lyon undertake **to take part in these training courses and to follow the** recommendations issued by the School **to ensure relationships free from discrimination and violence**.
- Faculty members undertake to familiarise themselves with and comply with the **Tutoring Charter**, in consultation with and in agreement with the students they mentor.

Recommendations to ensure a safe environment for interaction between faculty members and research staff and students and PhD students or doctoral students:

- Contact individuals *via* their work email addresses and work telephone numbers.
- Avoid all contact *via* social media, particularly private instant messaging apps on mobile devices.
- Respect working hours and the right to disconnect by scheduling emails to be sent during these hours. Avoid sending emails at weekends.
- Arrange your meetings in institutional and public venues.
- If you are travelling to a field site, an external event, etc. with your students or colleagues, ensure you maintain the appropriate professional conduct and support, guide and assist anyone who reports a problematic incident to you (discriminatory remarks, gender-based or sexual violence, abuse, threats, etc.). In this regard, it may be useful to draw up a

procedure in advance and communicate it to all participants (including in English), based on the points set out in this Charter and the accompanying Resources, for example.

Towards reflective, critical and inclusive teaching and research for faculty members

- The ENS de Lyon is committed to fostering reflection on the **contextualisation of knowledge** and to raising awareness amongst its staff of the conditions under which research is conducted and teaching is delivered, across all disciplines.
- Everyone involved in the School's research and teaching activities undertakes to **adopt a code of professional conduct** appropriate to the issues raised in this Charter.
- The ENS de Lyon is committed to reflecting on **research partnerships** (both existing and future), with a view to openness and taking into account issues of equality, diversity and non-discrimination.
- The ENS de Lyon is committed to developing initiatives and publicising its partnership with the **Lyon Chair in Human and Environmental Rights** at the University of Lyon III.
- The School is committed to **supporting and promoting initiatives, expertise and events** that adopt an inclusive approach. It thus promotes reflection informed by intersectional approaches: ableism, feminism, racism, decolonialism, etc.

In particular, the ENS de Lyon is committed to identifying and promoting this reflective approach by highlighting initiatives that address such issues:

- in the range of courses offered to students
- in research seminars
- in conferences or meetings aimed at life-long training of staff
- in discussion groups or workshops specifically dedicated to these issues
- in publications by ENS Éditions or in online resources

Finally, ENS de Lyon is committed to regularly monitoring the indicators and actions set out in this Charter, as part of a **process to evaluate, improve and ensure the long-term sustainability of these commitments**. This involves **supporting, promoting and highlighting the work of the Equality and Diversity Unit**.

Appendix: regulatory framework

- Article 1e of the 1958 Constitution
- Articles 6 and 10 of the 1789 Declaration of the Rights of Man and of the Citizen
- Articles 8 and 9 of the European Convention for the Protection of Human Rights and Fundamental Freedoms, 1950
- Criminal Code
- Public Service Code (in particular, Articles L. 131-2 et seq.)
- Education Code (in particular, Articles L. 719-10 et seq.)
- Research Code
- Article 1e of the Act of 9 December 1905 on the separation of Church and State
- Act of 29 July 1881 on freedom of the press (Chapter IV)
- Act No. 2013-660 of 22 July 2013 on higher education and research (requiring the creation of a multi-annual master plan on disability).
- Act No. 2025-732 of 31 July 2025 on combating anti-Semitism in higher education
- Decree No. 2025-1433 of 29 December 2025 on the 'equality and diversity' remit in higher education institutions
- Circular No. SE1 2014-1 of 4 March 2014 on combating harassment in the civil service
- Circular No. 2015-193 of 25 November 2015 on institutions' handling of cases of gender-based and sexual violence
- Circular No. RDFF1708728C of 15 March 2017 on compliance with the principle of secularism in the civil service
- Circular RDFF1710873C on the implementation of the policy on equality, combating discrimination and promoting diversity in the civil service
- Circular No. CPAF1805157C of 9 March 2018 on combating sexual and gender-based violence in the civil service
- Circular No. CPAF1928443C of 30 November 2019 on the appointment of equality officers within the State and its public bodies
- Circular No. TFPF 2314656C of 20 June 2023 on taking account of family diversity and respecting the identity of transgender people in the civil service
- Circular ESRS2400723C of 9 January 2024 on the framework for action by 'racism and anti-Semitism' liaison officers in higher education and research institutions.