

# ACTION PLAN TO FIGHT DISCRIMINATION

## 2023-2026

**Firmly committed to combating all forms of discrimination, Sciences Po has adopted a robust and ambitious action plan to guarantee everyone the conditions for well-being and success in their studies and careers. This approach, which is aimed at all our communities, makes it possible to prevent the risks of unequal treatment and to place the principle of non-discrimination at the heart of the institutional project.**

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## Introduction

### National context

In January 2023, the government launched the 3rd national plan to combat racism, antisemitism and discrimination based on origin. The plan is based on five strategic themes: identify, measure, educate and inform, sanction, and support, and includes a special focus on universities. In accordance with article L.123-2 of the Education Code, the higher-education sector contributes specifically to combating discrimination, reducing social or cultural inequalities, improving student living conditions and building an inclusive society. Higher education and research are also increasingly the subject of analysis and mobilisation, following the example of ACADISCRIS, the scientific research survey on discrimination in the academic world, and ONDES, the national observatory on discrimination in higher education.

### A strong institutional commitment

Sciences Po's proactive approach to social inclusion and diversity is indisputable and is demonstrated by numerous initiatives.

Furthermore, for several years now, the institution has also conducted a very active disability policy and gender-equality policy and has put in place an uncompromising system to combat sexual and gender-based violence.

Against this backdrop of an ambitious policy of social openness, diversity and inclusion, a position of anti-discrimination and secularism officer was created in June 2022 and attached to the new Office for Sustainability and Campus Life, launched in January 2023. Acting as a liaison for all Sciences Po communities, his or her role is to implement the anti-discrimination policy, the scope of which had to be defined by a thorough inventory of the issue. A working group on discrimination was set up in October 2022 and chaired by Jeanne Lazarus, Professor of Sociology, with the participation of 26 members of the institution from the student, teaching and staff communities. This work led to a report containing both an assessment of the current situation and around fifty recommendations. Submitted to Mathias Vicherat, Director of Sciences Po, in February 2023, and then presented to the Student Life and Education Committee and the Institute's Board of Directors in April 2023, the report is the starting point for formalising our policy on preventing and dealing with discrimination, which will be based on an action plan to be rolled out over three years and involving all members of the institution.

### Methodology and structuring of the plan

Following the presentation of the working group's report, a monitoring committee was set up under the coordination of Kate Vivian, Vice President for Sustainability and Campus Life and the Anti-Discrimination Officer, Fanny Adda, bringing together the institution's main departments: Education and Research / General Secretariat / Sustainability and Campus Life / Human Resources and Legal Affairs<sup>1</sup>.

This monitoring committee has made it possible to identify the conditions and specific procedures for implementing an action plan arising from the recommendations of the working group's report.

The action plan is structured around 4 strategic areas, which give rise to 10 objectives and 39 substantive actions carried out at institutional level, under the guidance of the Office for Sustainability and Campus Life but with the support of all Sciences Po departments and aimed at all our communities:

1. Making a commitment by defining an institutional drive to combat discrimination.
2. Promoting and disseminating a culture of non-discrimination.
3. Responding to alerts.
4. Developing and disseminating the fight against discrimination in education and research.

In order to deploy a dynamic and agile anti-discrimination policy, an integrated approach has been favoured, taking into account all 25 criteria prohibited by law. In the light of the issues identified by the working group, this action plan will have to pay particular attention to disability issues, the fight against racism and antisemitism, sexism and LGBTphobia, social belonging, as well as criteria linked to political opinions and trade union activity.

Thus, some of the actions presented may involve one or more criteria depending on the target audiences, events or sectors. Similarly, certain times or places are particularly exposed to the risk of discrimination; we indicate these in the appendix and recommend that constant vigilance be exercised when implementing the actions. The commitment made here is to present an annual review of this action plan to Sciences Po's governing bodies, with the first deadline set for June 2024.

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### Focus 1: Making a commitment by defining an institutional dynamic to combat discrimination

#### Objective 1.1: Define the reference framework and affirm the institutional policy of non-discrimination

##### 1.1.1 Present the global anti-discrimination initiative on a dedicated page of the Sciences Po website

Publicising the school's commitment and the broad outlines of its anti-discrimination policy is a necessary first step in our anti-discrimination policy. In concrete terms, this will involve upgrading the current webpage, which was created in French and English when the anti-discrimination officer arrived. Now that the institution's anti-discrimination policy has been defined, it will appear in detail, along with all the useful resources and reference documents, such as the working group's report, the current action plan and practical information on the reporting and support system.

Particular attention will be paid to correctly identifying the role of the anti-discrimination officer, who is central to the steering and implementation of all the actions presented here.

Led by: DE (Environmental and Social Responsibility) / DCOM // Timetable: July 2023

##### 1.1.2 Establish an institutional charter of commitment to equality, diversity and inclusion (EDI)

The aim of this presentation document is to bring together under a single heading all of Sciences Po's institutional commitments to equality, diversity, and the inclusion of all members of our various campus communities, together with a reminder of the main legal and regulatory texts to which these commitments refer.

Led by: DE (ESR) // Timetable: December 2023

##### 1.1.3 Developing the various institutional regulations

It is proposed that clauses affirming our commitment to fight against all forms of discrimination be included or reinforced. The aim of this action is to reiterate the school's anti-discrimination commitment and systematically spell out the principle of non-discrimination that governs our institution. Examples of texts that could be subject to change: internship agreements, apprenticeship supervision charter, ethics and research charters, etc.

Led by: DAJAM / DE (ESR) // Timetable: spring 2024

**Objective 1.2: Structure the operation of the institutional anti-discrimination policy****1.2.1 Merger of the network of gender equality correspondents into a network of equality, diversity and inclusion correspondents**

The choice of a global, cross-disciplinary anti-discrimination policy requires regular, grassroots investment by the various entities within the establishment, with guidance from the coordinator. The local relays, who are employees wishing to become involved in this internal network, will have several objectives: to participate in the work of institutional acculturation, to address the specificities of each site in the deployment and monitoring of the action plan, and to disseminate information.

The choice of a single network integrating gender equality and other discrimination criteria helps to consolidate the links between the two themes and to pool resources and impact. A single network helps to strengthen efforts and accommodate the possible overlap of different criteria. It is proposed that this network be jointly led by the Anti-Discrimination Officer, the Gender Equality Officer and the Disability Officer, all three of whom are members of the Office for Sustainability and Campus Life. This joint leadership will contribute to the implementation of the working group's recommendation to raise the profile of this unit and its collegial work.

Led by: DE (ESR) // Timetable: start of the 2023-24 academic year

**1.2.2 Establishment of a regular formal link with people from the student community who are committed to and trained in the fight against discrimination**

The aim of these close links is to facilitate cooperation between the administration, represented by the anti-discrimination officer, and the student community, whether in terms of relaying information, identifying needs or providing feedback. They enable the student community to be involved in the institution's prevention strategy, ensuring that needs are met as effectively as possible. Links may be forged with student union representatives, but also with Sciences Po student associations, in close collaboration with the Department of Student Life (DVE).

Led by: DE (ESR and DVE) // Timetable: start of the 2023-24 academic year

**1.2.3 Presentation of the annual report to Sciences Po's governing bodies (CVEF, CI, CA, CS, CSE)**

The aim of this action is to perpetuate the school's LCD commitment by placing the issue on the agenda of its governing bodies. In this way, this review exercise contributes to the institution's good

governance and enables the members of these bodies to be involved in the anti-discrimination policy, for information or opinion, and thus to promote the dissemination of a culture of equality and inclusion.

Led by: DE (ESR) // Timetable: June each year

#### **1.2.4 Application for the dual AFNOR label (Professional Equality & Diversity)**

Sciences Po was the first French university to be awarded the AFNOR (French standards organisation) professional equality label. This label is a real driver for consolidating the gender equality action plan for staff and representing a commitment by the institution over four years. The deployment of our anti-discrimination action plan could be reinforced by the diversity label. By obtaining the dual label (known as Alliance), the institution is strengthening its commitment regarding social responsibility and adopting an approach that is both exemplary and attractive.

Led by: HR and DE (ESR) // Timetable: 2025

#### **1.2.5 Vote, publication and implementation of Sciences Po's 2023-2025 disability plan**

Resulting from the close collaboration of participants of working groups, the future disability policy will extend over 3 years (2023/2026) and will cover 8 sectors, including awareness-raising and training, with particular emphasis on regulation and respect for the principle of confidentiality. It will be included in the disability agreement relating to support for staff, following negotiations between the Human Resources Department, Disability Support Office and the staff representative bodies.

Led by: DE (DAA/Disability Unit) // Timetable: end 2023

## **Focus 2: Promoting and disseminating a culture of non-discrimination**

### **Objective 2.1: Inform**

#### **2.1.1 Involvement in key annual events (such as 27 January, 21 March, 17 May and 3 December)**

These international events<sup>2</sup>, constituent parts of discrimination prevention, are intended to challenge perceptions and practices and to disseminate knowledge, following the example of

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<sup>2</sup> 27 January: Day of Remembrance for the Victims of the Holocaust and for the Prevention of Crimes against Humanity. 21 March: International Day for the Elimination of Racial Discrimination. 17 May: International Day Against Homophobia, Transphobia and Biphobia. 3 December: International Day of Disabled Persons. This list is not exhaustive.

8 March, a day that has mobilised the institution for several years. Major events around commemorative dates contribute to the visibility of discrimination-related issues. Under the leadership of the Office for Sustainability and Campus Life and the Communications Department, and in addition to the annual institutional communications that will be published to mark each of these important dates, a call for projects around these key moments will also be circulated with the aim of co-organising conferences, debates and exhibitions, etc.

Led by: DE (ESR) / DG / DCOM

### **2.1.2 Communication campaign to assert Sciences Po's policy**

Visibility of the issue of discrimination is vital: it sends out a signal, that of zero tolerance in the face of discrimination, while also conveying necessary awareness of the reporting mechanism. The importance of informing people of the institution's strong commitment is above all as a dissuasive tool, or at least as a warning of the risks involved if the values of inclusion and diversity are not respected.

In concrete terms, an on-site poster campaign will be set up on all Sciences Po campuses, similar to that implemented for the SGBD campaign.

Led by: DE (ESR) / DCOM // Timetable: autumn 2023

### **2.1.3 Present the anti-discrimination policy to each new intake of students (1st year undergraduate & Masters)**

Addressing the issue of discrimination among students helps to raise awareness and reduce risks. Because discrimination is so multifaceted, it is important to help our students to grasp these issues, in order to work towards preventing discriminatory acts and actions, and to contribute to the climate of inclusion that must be our common goal. We therefore need to think about the right moments to make a firm statement about the institution's commitment from a social and educational point of view. The start of the academic year is a good time to set out the framework, but this message can be repeated throughout the year in different ways, giving it a broader and more lasting impact.

In practical terms, the Anti-Discrimination Officer will be present at the beginning of the academic year on each of Sciences Po's campuses and in each of its Schools, working closely with the sexual and gender-based violence officer and the academic teams.

Led by: DE (ESR) / DFR // Timetable: end of August each year

### **Objective 2.2: Raise awareness and provide training for Sciences Po communities**

In order to guarantee the conditions for equality and inclusion within our communities, it is necessary to share a common base of knowledge and to develop relevant awareness-raising tools.

Online modules, compulsory for all members of the institution, will therefore be set up. They will take the same educational approach as the online sexual and gender-based violence (SGBV) training modules already deployed and will include a practical dimension, based on concrete examples relevant to the activity of each community. They will aim to:

- Present the legal framework and the different forms of discrimination
- Identify situations or areas of risk specific to higher education which will be adapted to each community - students, faculty, staff and doctoral students (whose role is a hybrid one)
- Promote awareness of cognitive biases
- Reiterate the institution's commitment
- Communicate internal and external courses of action in the event of an incident

Each module will be designed to be interactive and allow participants to self-evaluate. In addition to these first-level awareness-raising modules further training may be developed to support those members of our communities who so wish, or for specific target groups (e.g. student association leaders).

#### **2.2.1 Creation of a compulsory awareness-raising module for the Sciences Po student community**

In addition to the broad objectives, the module will include examples of relevant situations (in class, finding internships, on social media, etc.).

Led by: DE (ESR) // Schedule: Delivery of the module in January 2024

#### **2.2.2 Creation of a compulsory training module for Sciences Po's salaried community and service provider personnel**

In addition to the broad objectives, the module will include examples of situations in the workplace (homophobia or racism at work, discriminatory harassment, etc.).

Led by: DE (ESR) // Schedule: Delivery of the module in January 2024



### **2.2.3 Creation of a compulsory training module for the teaching and research community (permanent and adjunct faculty)**

In addition to the broad objectives, the module will include examples of situations relevant to teaching or research activities (refusal of academic adjustments, being taken to task in class following a non-majority or dissenting opinion, or conversely, for making a discriminatory remark, etc.).

Led by: DE (ESR) // Schedule: Delivery of the module in January 2024

### **2.2.4 Creation of a compulsory training module for the doctoral student community**

In addition to the broad objectives, the module will include examples of situations pertinent to the specific nature of doctoral students (who are, at the same time, students, teachers and junior researchers) and will therefore include examples arising from this hybrid role.

Led by: DE (ESR) // Schedule: Delivery of the module in January 2024

### **2.2.5 Creation of a guide to good practices for faculty**

A teaching aid reiterating the commitment of the institution and outlining the best practices to be adopted will add to the information provided by the training modules and support the teaching community by sharing resources and inclusive practices.

Led by: DE (ESR) / DFR (DSRE and ICI) // Timetable: March 2024

### **2.2.6 Continuation of the training module for student association leaders**

This training module for student associations aims to raise their awareness of the risks of discrimination that may arise in the context of student life activities. Priority is given to face-to-face training on each campus, as a complement to the online module envisaged for the student community. It serves as a reminder of the roles and responsibilities of association leaders, while equipping them to adopt the right reflexes in the event of discriminatory comments or actions.

Led by: DE (DVE) - Year-round action since the start of the 2021 academic year

### **Objective 2.3: Measure and reinforce diversification of student, academic and administrative communities**

#### **2.3.1 Track diversity indicators within our communities in order to measure changes**

This action will be a valuable measurement and monitoring tool for identifying trends in the diversity of our students, faculty and staff, particularly in the light of the implementation of this action plan. This review can then be used to help steer the plan, as well as to make any necessary adjustments, namely as part of the annual review of the anti-discrimination policy.

It is proposed to work jointly on the production of these monitoring indicators and the methodology, alongside the research teams involved in these subjects, within the research centres CRIS and LIEPP.

Led by: DE / DFR / DRH // Timetable: ongoing from December 2023

#### **2.3.2 Continue to include SGBV and anti-discrimination questions in student surveys**

This will provide regular updates on the well-being and inclusivity of the student community. Asking questions on discrimination issues helps to identify the strengths and weaknesses of our anti-discrimination policy and to record needs and expectations, despite the fact that complaints of discrimination are generally very rare and that fear is a major obstacle to reporting it. This is another way of establishing a dialogue on the subject and taking key elements into consideration in an efficient way, whilst also measuring the progress made.

Led by: DFR // Timetable: every two years from 2022

#### **2.3.3 Encourage diversity and gender parity in admissions procedures**

Our anti-discrimination policy calls for the promotion of values of equality, inclusion and diversity, which must be reflected in the way we work. For example, we need to strengthen the practice of inviting women and men to sit in equal numbers on panels and committees. Thanks to the collective efforts of the DE and the DFR, tools for the operational implementation of this action will be developed and shared with all the teams concerned.

Led by: DE / DFR // Timetable: spring 2024

#### **2.3.4 Support initiatives to diversify the teaching body at Sciences Po**

Thanks to the data on teaching staff throughout higher education, it is possible to identify the breakdown of teaching staff by gender, age group, nationality and disability status. Although the general national trend in recent years has been encouraging, it is still important to support initiatives to combat the glass ceiling, self-censorship and unconscious bias. In addition to

producing statistics, visible communication on Sciences Po's commitment to diversity in these specific areas, as well as training and guidance on this diversity objective, are all possible incentives.

Led by: DE (ESR) / DFR / DRH // Timetable: 2024

### **2.3.5 Promote inclusion: make equality, diversity and inclusion (EDI) workshops available to staff**

The values of inclusion and diversity contribute to well-being in the workplace, which in turn contributes to the fulfilment of members of staff and thus to the success of their mission and of our institution.

To further strengthen the conditions for inclusion and equality, practical workshops can be offered throughout the year. This type of action helps to combat prejudice and the phenomenon of invisibility and to support employees in disseminating good practice. This action can take the form of conferences and practical workshops on discrimination-related issues. Particular attention will be paid to supporting managers. An annual programme will be drawn up and communicated at the beginning of the calendar year.

Led by: HR / DE // Timetable: Announcement of the first annual programme in January 2024

## **Objective 2.4: Promote practices of inclusion and equal treatment throughout our communities**

### **2.4.1 Applying and simplifying inclusive administrative measures**

This action covers the implementation of several measures promoting the recognition of gender identity, a key issue of the right to privacy, in accordance with Article 8 of the European Convention for the Protection of Human Rights and Fundamental Freedoms and Article 9 of the Civil Code, the circular of 17 April 2019 from the Department of Higher Education and Research and its guide on combating anti-LGBT+ hatred and discrimination (2021).

At the very least, this should include simplifying and publishing the current procedure for requesting the use of a preferred first name on internal documents and records, for people who wish to do so throughout their education or professional career. It should also be possible to update the photo in the student directory and on student and library cards. Generally speaking, any additional measure that furthers the respect of gender identity of members of our communities should be studied and implemented.

Led by: DE / DFR / DSI // Timetable: June 2024

### **2.4.2 Modification of the student directory**

The student directory provided for each class enables faculty to identify the students enrolled in their courses and includes a number of personal details. However, the inclusion of certain data may lead to unconscious bias and differences in treatment. Furthermore, some of this information does not seem legitimate in the light of article 5-c of the GDPR on data minimisation. Therefore, the aim of this action is to remove any information that is not relevant to the purpose of this document, following a joint inventory between the DFR and the Data Protection Officer, in conjunction with the DE.

Led by: DFR-DSRE / DSI // Timetable: spring 2024

### **2.4.3 Strengthening support for the doctoral student community**

This action brings together several measures aimed at guaranteeing optimal conditions for equal treatment of doctoral students, who have a specific status within our institution, being members of the student, teaching and salaried communities at the same time. Among the measures proposed are the appointment of a doctoral pathway manager in all laboratories, and the creation of a specific channel of communication between the Sciences Po administration and the doctoral community.

Led by: DFR / DRH // Timetable: Academic year 2023-2024

### **2.4.4 Annual call for initiatives to promote the values of inclusion and diversity for staff and faculty**

This action seeks to foster the well-being of all professional members of the institution by enabling those who wish to do so to get involved in activities promoting the values of inclusion and diversity. A call for applications to identify volunteers for an equality and inclusion project will be sent out each year. The role of these correspondents will be to facilitate and support these projects, which will be arbitrated each year by a joint steering committee. These projects will contribute to the personal well-being of Sciences Po's staff and faculty in the workplace, build relationships and promote the values of equality and diversity.

Led by: DE // Timetable: November 2023

### **2.4.5 Formalise and strengthen our actions to promote bilingualism on behalf of staff and faculty at Sciences Po**

As a university of international standing, bilingualism is a key issue that we must continue to address. It is essential to ensure that our website and all written communications to our

communities are sent in both French and English. For the student community, this means offering and encouraging, as far as possible, the opportunity to hand in assignments in the language in which they have the best command (French and/or English). An in-house review of Sciences Po's certification of English language levels will be carried out, based on the experience of obtaining the FLE quality label.

As far as academic and non-academic staff are concerned, this could include support in learning French for members of the permanent faculty and for doctoral students, and more in-depth English instruction for teachers who express the need to do so.

Led by: DFR (Languages Department) / HR / DE // Timeline: 2024

## Focus 3: Responding to alerts

### Objective 3.1: Set up a dedicated reporting mechanism for acts of discrimination.

#### 3.1.1 Formalise and give visibility to the system for reporting situations potentially indicative of the existence of discriminatory practices

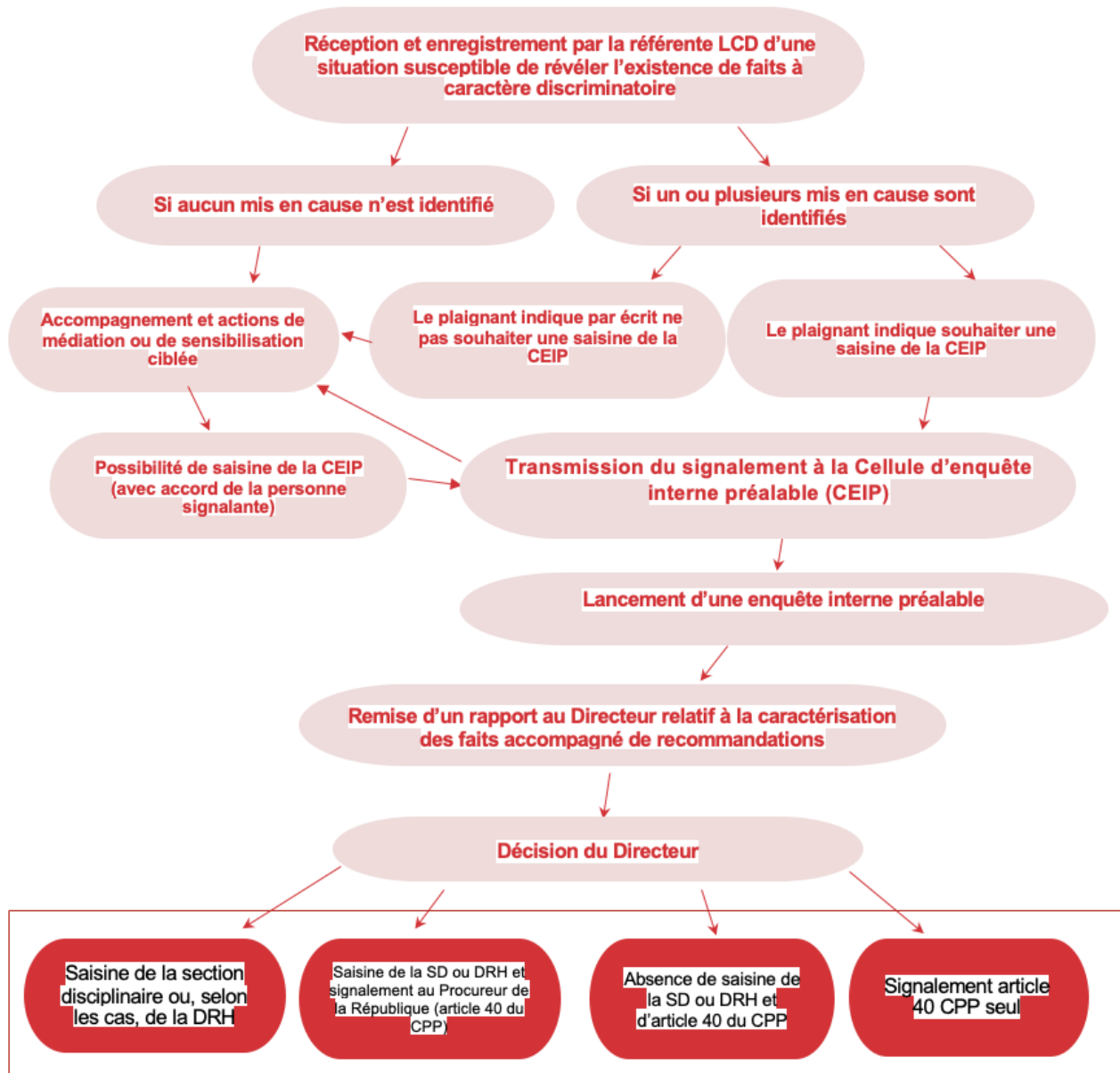
In order to make it easier and more secure to lodge complaints about possible discrimination, the reporting and handling system should be formalised and made visible. It should be modelled on the procedure in place at Sciences Po for situations relating to SGBV.

The system set out in the diagram below shows that anyone who has witnessed or been the victim of a situation potentially indicative of the existence of discrimination can:

- contact the Anti-Discrimination Officer to report the matter and set up personalised support
- decide, in conjunction with the Anti-Discrimination Officer, whether:
  - this report should trigger a referral to the preliminary internal investigation unit (CEIP) for the opening of an administrative investigation
  - this report should set in motion an initial phase of mediation or specific action, without the CEIP initially being involved, in order to resolve a conflictual situation. Targeted prevention, if the conditions of the incident allow it, is a possible option. Dialogue between the parties (complainant and respondent), via the Anti-Discrimination Officer or any relevant member of staff, is another possibility.
- should an investigation be opened, it will be heard by the preliminary internal investigation unit (CEIP), initially set up to deal with sexual and gender-based violence.

This internal investigative body, chaired by an honorary magistrate, ensures that the principles of presumption of innocence and adversarial proceedings are respected. It is responsible for verifying the content of reports made to it and information brought to its attention. It produces a report which is submitted to the Director in his capacity as head of the institution, the recommendations of which are not binding. The Director may then decide to refer the matter to the relevant disciplinary body, which will decide whether or not to recognise a breach of our regulations and charters and, if necessary, impose disciplinary sanctions.

### SIGNALEMENT, ENQUÊTE INTERNE PRÉALABLE ET PROCÉDURE DISCIPLINAIRE



Leader: DE (ESR) / DCOM // Timetable: September 2023

### **3.1.2 Expansion of the current outsourced listening and support service**

Our current partnership with France Victimes offers the possibility of a professional and confidential listening ear, as well as legal support for victims of sexual and gender-based violence. Victims of other forms of discrimination should be able to benefit from this same resource. This support would complement our in-house system. An amendment to the agreement with France Victimes, to include all forms of discrimination, will therefore be signed to ensure this extension.

Led by: DE (ESR) // Timetable: September 2023

### **3.1.3 Training for members of disciplinary bodies and the CEIP**

The members of the disciplinary committees and the CEIP are key players in the reporting system. Training in anti-discrimination issues will facilitate the investigation process. It is therefore proposed that each member of the CEIP receive the dedicated training offered by the Department of Higher Education and Research.

Led by: DE (ESR) / DAJAM / DFR // Timetable: autumn 2023

### **3.1.4 Presentation of an annual review of the system for dealing with reported cases of discrimination**

In order to raise the profile of the issue of discrimination at Sciences Po, and with a view to regular and transparent exchanges with the elected members of our governing bodies and monitoring of the system in place, an annual review will be submitted (number of reports, number of investigations opened by the CEIP, typology of situations, breakdown of prohibited criteria, sanctions imposed, etc.).

Led by: DE (ESR) // Timetable: June each year

### **3.1.5 Establish a specific procedure for dealing with incidents during internships or apprenticeships**

As these periods of practical learning take place off-campus, Sciences Po's procedures cannot be applied in full, since the staff employed by the host organisation are not under the institution's responsibility and there can be no administrative investigation. A procedure specific to these work placements therefore needs to be put in place. A number of actions need to be formalised: making information accessible in the event of discrimination at the application stage or during the internship or apprenticeship; incorporating the anti-discrimination policy and this reporting mechanism into the internship agreement; providing the student community with awareness-raising workshops on discrimination in the workplace; exploring this subject with our partners at careers



forums, for example, and finally, launching a collective inventory of internship providers when an incident has not been resolved.

Led by: DFR (Sciences Po Careers) // Timetable: autumn 2023

### **Objective 3.2: Provide support for people who report acts of discrimination**

#### **3.2.1 Increasing the human resources available to monitor alerts and investigations**

Providing support for people who report incidents of potential discrimination, as well as dealing with such incidents when they are referred to the CEIP and an administrative investigation is opened, must be an institutional priority.

In order to strengthen Sciences Po's scope in this area, and to ensure quality monitoring, it is necessary to increase the human resources currently dedicated to monitoring the system for reporting and dealing with situations of sexual and gender-based violence. To this end, and in anticipation, the Legal Affairs Department (DAJAM) has been able to recruit a new full-time disciplinary counsel on a permanent contract in May 2023.

Within the Department of Student Life (DE), a full-time recruitment (initially on a 12-month fixed-term contract) is planned for summer 2023 in order to strengthen the resources available for monitoring investigations involving members of the student community.

Led by: DE (ESR) / DAJAM / HR // Timetable: summer 2023

#### **3.2.2 Providing more material and educational support for people who report incidents**

Support will be systematically offered to people who report acts that could be construed as discriminatory. It could take the form of study adjustments, financial aid, guidance with administrative procedures, or the option of medical appointments with the on-campus psychologists and general practitioners or via the France Victimes network. The Anti-Discrimination Officer coordinates this support, in liaison with the relevant teams at Sciences Po.

Led by: DE (ESR) // Timetable: from June 2023

## **Focus 4: Developing anti-discrimination content in teaching and research**

### **Objective 4.1: Develop teaching content**

#### **4.1.1 Mapping and developing educational provision relating to discrimination issues**

One of the recommendations from the discrimination prevention kit for higher education is the incorporation of courses on discrimination issues into all study programmes, enabling students to acquire expertise in equality issues in the broadest sense, which will be useful both during their studies as well as in their professional lives.

An inventory of courses dealing with discrimination issues is necessary and could be used as a basis for upgrade and development, ensuring that the entire student community has access to them.

Led by: DFR / DE // Timetable: spring 2024

#### **4.1.2 Study the feasibility of a teaching and research programme on discrimination, in conjunction with and in addition to the PRESAGE programme.**

A number of research projects on discrimination at Sciences Po have been produced by various bodies such as the CERI and LIEPP's 'discrimination and category-specific policies' unit. A scoping and feasibility study of a potential multi-disciplinary programme (leading to a qualification) based on the PRESAGE model, for gender equality issues, would further the renown of the institution's research and teaching and highlight the specific knowledge and skills that emanate from it.

Led by: DFR // Timetable: autumn 2024

#### **4.1.3 Facilitate and encourage the acquisition of knowledge related to memory work**

Offering all Sciences Po communities the opportunity to benefit from work related to issues of remembrance (visits to memorial sites, lectures, exhibitions, etc.) is an action which, if appropriately designed and with due attention to its evaluation and impact, can promote the acquisition of scientific knowledge enabling us to understand the social mechanisms that are the sources of inequality, oppression and discrimination. The institution will be able to draw on existing partners such as the Camp des Milles and the Shoah Memorial.

Led by: DFR / DE (ESR) // 2024

### **Objective 4.2: Promote Sciences Po's research and leadership in the fight against discrimination in higher education and society**

#### **4.2.1 Involving the research community in monitoring the plan (consultation, evaluation)**

The implementation of the institution's anti-discrimination policy would benefit from the skills and expertise of the research community specialising in equality and discrimination issues. An advisory committee will be organised once a year to share various issues relating to the implementation of the action plan, in order to benefit from advice and proposals.

Led by: DE (ESR) and DS // Timetable: during the spring semester each year (from 2024)

### **4.2.2 Ensuring Sciences Po's role in French and international networks**

Active participation in networks specialising in equality and discrimination issues enables constructive exchanges with committed players. Sciences Po is already a member of the *Conférence Permanente Egalité Diversité* (CPED), the *Association Française des Managers de la Diversité* (AFMD) and the *Observatoire National des Discriminations et de l'Égalité dans le Supérieur* (ONDES). Sciences Po intends to continue its involvement in cooperative workspaces that enable the sharing of experience and knowledge, the use of collaborative tools and access to or participation in experiments and studies.

Led by: DE (ESR) // Timetable: throughout the year, from 2023 onwards

### Appendices

#### Appendix 1: Non-exhaustive list of areas or potential areas at risk by type of public

##### The student community

- The admission period
- Orientation periods
- In class
- Examinations and continuous assessment
- Finding and carrying out of internships(including the Civic Learning Programme) and apprenticeships
- The field of study
- Choice of courses
- Choosing a university for the 3rd year abroad
- Choosing a Master's degree
- Student associations and sports
- Social networks
- Interpersonal relations
- Exchanges between students and teachers
- Exchanges between administrative staff and students

##### Salaried staff

- Writing a job offer, internship, work-study scheme, etc.
- The internal and external recruitment process (CV selection, interviews)
- Annual appraisal
- Career development
- The manager/employee relationship
- Relationships between colleagues

##### Faculty

- Recruitment (offers of employment, selection procedures, interviews, etc.)
- Career development
- The relationship between the line manager and the teacher
- Relationships with colleagues
- Relationships with students
- Event organisation

### Appendix 2: List of actions in the anti-discrimination plan

#### Focus 1: Making a commitment by defining an institutional drive to combat discrimination

Objective 1.1: Define the reference framework and affirm the institutional policy of non-discrimination

1.1.1 Present the global anti-discrimination initiative on a dedicated page of the Sciences Po website

1.1.2 Establish an institutional charter of commitment to diversity, equality and inclusion (EDI)

1.1.3 Developing the various institutional regulations

Objective 1.2: Structure the operation of the institutional anti-discrimination policy

1.2.1 Merger of the network of gender equality correspondents into a network of equality, diversity and inclusion correspondents

1.2.2 Establishment of a regular formal link with people from the student community who are committed to and trained in the fight against discrimination

1.2.3 Presentation of the annual report on anti-discrimination to governing bodies (CVEF, CI, CA, CS, CSE)

1.2.4 Application for the dual AFNOR label (Professional Equality & Diversity)

1.2.5 Vote, publication and implementation of Sciences Po's 2023-2025 disability plan

#### Focus 2: Promoting and disseminating a culture of non-discrimination

Objective 2.1: Inform

2.1.1 Involvement in key annual events (27 January, 21 March, 17 May, 3 December)

2.1.2 Communication campaign to assert Sciences Po's policy

2.1.3 Present the anti-discrimination policy to each new intake of students (1st year undergraduate & Masters)

Objective 2.2: Raise awareness and provide training for Sciences Po communities

2.2.1 Creation of a compulsory awareness-raising module for the Sciences Po student community

2.2.2 Creation of a compulsory training module for Sciences Po's salaried community and service provider personnel

2.2.3 Creation of a compulsory training module for the teaching and research community (permanent and adjunct faculty)

2.2.4 Creation of a compulsory training module for the doctoral student community

2.2.5 Creation of a guide to good practices for faculty

2.2.6 Continuation of the training module for student association leaders

Objective 2.3: Measure and support diversification of student, academic and administrative communities

- 2.3.1 Track diversity indicators in our communities in order to measure changes
- 2.3.2 Continue to include SGBV and anti-discrimination questions in student surveys
- 2.3.3 Encourage diversity and gender parity in admissions procedures
- 2.3.4 Support initiatives to diversify the teaching body at Sciences Po
- 2.3.5 Promote inclusion: make equality, diversity and inclusion (EDI) workshops available to staff

Objective 2.4: Promote practices of inclusion and equal treatment throughout our communities

- 2.4.1 Applying and simplifying inclusive administrative measures
- 2.4.2 Modification of the student directory
- 2.4.3 Strengthening support for the doctoral student community
- 2.4.4 Annual call for initiatives to promote the values of inclusion and diversity for staff and faculty
- 2.4.5 Formalise and strengthen our actions to promote bilingualism on behalf of staff and faculty at Sciences Po

### Focus 3: Responding to alerts

Objective 3.1: Set up a dedicated reporting mechanism for acts of discrimination

- 3.1.1 Formalise and give visibility to the system for reporting situations potentially indicative of the existence of discriminatory practices
- 3.1.2 Expansion of the current outsourced listening and support service
- 3.1.3 Training for members of disciplinary bodies and the CEIP
- 3.1.4 Presentation of an annual review of the system for dealing with reported cases of discrimination
- 3.1.5 Establish a specific procedure for dealing with incidents during internships or apprenticeships

Objective 3.2: Provide support for people who report acts of discrimination

- 3.2.1 Increasing the human resources available to monitor alerts and investigations
- 3.2.2 Providing more material and educational support for people who report incidents

### Focus 4: Developing anti-discrimination content in teaching and research

Objective 4.1: Develop teaching content

- 4.1.1 Mapping and developing educational provision relating to discrimination issues
- 4.1.2 Study the feasibility of a teaching and research programme on discrimination, in conjunction with and in addition to the PRESAGE programme.
- 4.1.3 Facilitate and encourage the acquisition of knowledge related to memory work

Objective 4.2: Promote Sciences Po's research and leadership in the fight against discrimination in higher education and society

4.2.1 Involving the research community in monitoring the plan (consultation, evaluation)

4.2.2 Ensuring Sciences Po's role in French and international networks

### Appendix 3: Legal definitions of discrimination

According to the law, discrimination constitutes an offence. It consists of choosing or treating a person or group of people unfavourably, based on one of the criteria prohibited by law (gender, disability, origin, etc.) and in an area governed by law (access to property or services, employment, etc.).

The French Penal Code (Chapter V - Section 1 "Discrimination": articles 225-1 et seq.) penalises discrimination against individuals, which it defines as any distinction made between them on the following grounds:

- "origin,
- gender,
- family status,
- pregnancy,
- physical appearance
- specific vulnerability resulting from their financial situation, apparent or known to the perpetrator,
- surname,
- place of residence,
- state of health,
- loss of autonomy,
- disability,
- genetic characteristics,
- morals,
- sexual orientation,
- gender identity,
- age,
- political views,
- trade union activities,
- status as a whistleblower, facilitator or person in contact with a whistleblower, (...)
- ability to express themselves in a language other than French,
- actual or assumed membership or non-membership of a particular ethnic group, nation, alleged race or religion."

The Penal Code also punishes:

- discrimination between people because they have suffered or refused to suffer sexual harassment or testified to such acts, even if the comments or behaviour have not been repeated (article 225-1-1),
- discrimination between people because they have undergone or refused to undergo hazing (article 225-1-2).

Article 1 of Act no. 2008-496 of 27 May 2008 prohibits discriminatory harassment, defined as "any conduct related [to one of the following grounds] suffered by a person and having the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment".

Unlike moral harassment, discriminatory harassment may consist of a single, unrepeated act.

Finally, the law of 27 May 2008 distinguishes between direct and indirect discrimination:



"Direct discrimination is any situation in which, on the basis of origin, sex, family status, pregnancy, physical appearance, specific vulnerability resulting from one's financial situation, apparent or known to the perpetrator, surname, place of residence or bank account, state of health, loss of autonomy, disability, genetic characteristics, sexual orientation, gender identity, age, political opinions, trade union activities, ability to express oneself in a language other than French, actual or assumed membership or non-membership of a particular ethnic group, nation, alleged race or religion, a person is treated less favourably than another is, has been or will be treated in a comparable situation.

Any provision, criterion or practice which is neutral on the face of it but which is liable to place persons at a particular disadvantage compared with other persons on any of the grounds referred to in the first paragraph shall constitute indirect discrimination, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are necessary and appropriate."

Article L. 1132-1 of the Labour Code, which refers to the 2008 law, therefore prohibits such direct or indirect discrimination (the definition being recently extended to include whistleblowers, facilitators and persons in contact with a whistleblower).