

Equality, diversity and inclusion



Equality Counselling and
Support Scheme

Equality and inclusion initiative

The Gender Equality 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 and diversity initiative at Sciences Po Aix has been providing information and raising awareness among students and staff. Conferences and debates on parity, ordinary sexism and gender discrimination are organised throughout the year. These events provide people with the keys to improving their understanding of the issues at stake and to achieving real gender equality together.

Combating **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 and inclusion initiative is concerned with respect for differences and promoting harmonious coexistence within the school.

Harassment

Sciences Po Aix is committed to combat moral and sexual harassment, whether it affects the victim's dignity or creates an intimidating, hostile or offensive situation. The equality and inclusion initiative provides students with information on their rights and assistance for victims.

Fighting gender-based and sexual **violence**

Gender-based and sexual violence is severely punished by law.

To combat these unacceptable behaviours, Sciences Po Aix is implementing awareness-raising modules on consent, sexism and sexual and gender-based violence.

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

dee@sciencespo-aix.fr

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In french : Dispositif d'Écoute Égalité (DEE)

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 of 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 are trained to gather information, the report is approved by the person reporting the incident, and the data is recorded in a secure manner.

The counselling unit redirects as required to the external support unit.

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

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.

The external Unit : the **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.



Contacts

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Report form
available on the website:
www.sciencespo-aix.fr/contenu/mission-egalite/



sciencespo-aix.fr