

THE GREAT WALL OF CHINA

EnsAD's

# Charter

for gender equality and the fight  
against discrimination linked to gender  
or sexual orientation

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## Foreword

The École nationale supérieure des Arts Décoratifs and all the individuals who are part of it are conscious of the need to promote diversity within the School. They wish the School's educational and social mission to include the promotion of gender equality, and they wish to resolutely undertake, through the provisions of the present Charter, to determinedly prevent, raise awareness about, and fight all forms of discrimination in order to create the conditions for the advent of real gender equality. To do so, they will combine a set of procedures and concrete actions that seek to guarantee their effective implementation.

Making real gender equality happen and fighting gender-related discrimination are in fact issues that can be found at the heart of the educational, artistic, and civic mission taken up by EnsAD.

Higher arts education has a crucial role to play in both broadly disseminating a culture of gender equality among the younger generations and in society, and in fighting stereotypes,

discrimination, and violence related to gender or sexual orientation. EnsAD has been a forerunner in these issues since 1890, when it incorporated the École spéciale de dessin pour les jeunes filles (Special School of Design for Young Girls), founded in 1803 and directed by Rosa Bonheur from 1849. It thus has a special duty to strive to be exemplary today.

The present Charter shall be annexed to the internal rules and study regulations of the School. A reference person for equality and the prevention of discrimination shall direct an action plan on the monitoring of the implementation of its provisions, and this monitoring shall be discussed annually by a technical Committee.



Portrait of Rosa Bonheur  
by Anna Klumpke, 1898

## Focus 1

### Make gender equality happen, and fight against discrimination in organization and procedures

EnsAD undertakes to effectively promote equality in its application procedures, be it for student admission or for recruitment of its teaching, administrative, and technical personnel. Within the School, it shall see to it that all of its members are treated equally and that there is parity in its governing bodies.

#### 1.1. Ensure equality and fight discrimination in its recruitment and admission procedures

EnsAD shall strive toward a balance between women and men in the teaching personnel, both in the choice of external instructors and in the recruitment of permanent teachers.

In recruitment matters, EnsAD shall respect the recommendations presented in the Ministry of Culture's "Recrutons sans étiquette" ("Recruit without labels") guidelines, which enumerates good practices to prevent the risks of discrimination in all stages of employee recruitment.

Similarly, it shall promote parity in the administrative and technical teams, and more particularly within the School's management and supervisory teams.

Special attention and a proactive approach must lead to non-discriminatory admissions procedures for the entrance competitive exam. No gender-related criterion may be used to make a difference between two candidates.

To achieve this, the School shall ensure that an effective balance between women and men is systematically respected in the composition of juries for recruitment, competitive exams, and the awarding of diplomas.

#### 1.2. Promote equity in careers at EnsAD

EnsAD shall ensure that its wage policy and its promotion procedures are non-discriminatory. In this context, it shall strive to reduce any gaps in pay for personnel exercising similar functions, if they have equivalent status and experience.

Similarly, it shall ensure equal access for women and men to opportunities for continuing education, evolution, and promotion during the course of their careers.

EnsAD shall also foster a healthy relationship between the professional life and private life of its personnel. It shall therefore take care not to schedule, except in cases of emergency, appointments and work meetings after 5 p.m. and shall facilitate the use of teleworking.

#### 1.3. Ensure that parity is respected in the decision-making and advisory bodies of the School

EnsAD shall promote gender parity within the bodies for social dialog and governance, and as much as possible within each department.

#### 1.4. Train and inform stakeholders in the School about the issues of equality and the fight against discrimination

A reference person for equality and the prevention of discrimination shall be appointed by the School's management. His or her missions shall be detailed in an engagement letter. He or she shall have an email address that will be communicated to all personnel and students (xxx@ensad.fr). He or she shall lead a working group on these issues, which will bring together representatives of all the stakeholders of the School. In order to make representations

change and to fight against stereotypes, all the members of the EnsAD community must be trained and informed about these issues:

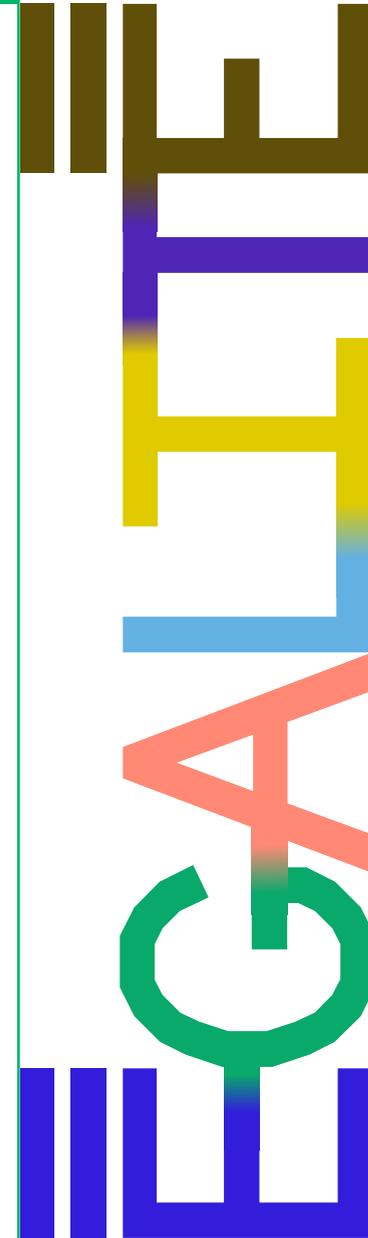
**a.** A training module shall be followed by the human resources and the studies and research department teams, as well as by the heads of the teaching departments. This module shall deal with gender-equality issues and the fight against discrimination.

**b.** The members of the communication team shall follow a training module on gender-related stereotypes in communication and the media.

**c.** All the supervisory personnel of the School, the members of the management, and the heads of services and their assistants shall receive training in the issues of gender equality and the fight against discrimination within the context of their managerial or supervisory work.

**d.** The members of the competitive exam and recruitment juries, as well as the jury secretaries, must be systematically trained on and informed about the issues related to the gender stereotypes in the selection procedures before they are held.

**e.** More broadly, EnsAD shall encourage training for all of its teaching, administrative, technical, and maintenance and security personnel in order to prevent the spread of gender stereotypes in teaching and in artistic practices.



## Focus 2

### **Provide a suitable response to help effectively fight all forms of moral and sexual violence and sexist attitudes**

The members of the EnsAD Community must in all circumstances adopt an attitude that is respectful of differences.

Inappropriate attitudes and behaviors are strictly prohibited. With this regard, EnsAD has a charter concerning violence prevention and management. Individuals faced with these situations or who are witness to them are encouraged to report them.

EnsAD has the duty to broadly inform, using all possible channels, its students, teachers and personnel about the rights of victims of discrimination and of violence, as well as about forms of redress. All possible channels of dissemination shall be used, including brochures, guides, poster campaigns, website and Intranet.

More particularly, EnsAD shall communicate broadly regarding the advisory, assistance, support, and counseling bodies available inside or outside the School.

The School shall establish clear and transparent procedures for information feedback, in order listen to victims or witnesses in appropriate conditions of confidentiality.

It shall see to it that procedures of investigation into and – if need be – sanctions for those responsible for violence or aggression of a sexual or moral nature are made effective. It shall do so in cooperation with the responsible members of civil society organizations or of government ministries and, if need be, judicial authorities.

Reference persons shall be clearly identified to coordinate the action of the School in its response to situations of violence and discrimination. These persons shall be part of a monitoring unit that shall produce an annual report of the situation it observes.

### Focus 3

## Bring about change in social and cultural representations

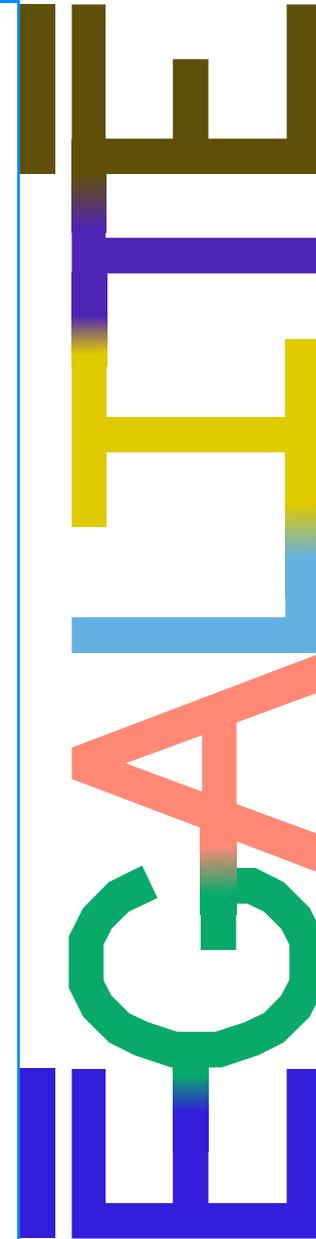
In the framework of its educational and research policy as well as its event programming, EnsAD shall play a role in changing social and cultural references and in passing on a culture of equality. It shall include issues related to the latter in its teaching and in the research it conducts.

EnsAD shall be especially careful to respect parity in the scheduling of conferences, exhibitions, and all its cultural activities. EnsAD undertakes to set up awareness-raising and training actions in its educational courses, in order to give students the tools to better analyze, identify and deconstruct certain gender stereotypes, especially in the fields of art and in visual culture.

It shall moreover see to it that gender-related issues be as important as any relevant field of study within its basic education and research areas. Special attention will be paid to the presence of female artists, authors, and desi-

gners in the various theoretical and practical knowledge taught at the School.

Finally, EnsAD shall promote the forming of professional networks through the setting up of tutorships to help boost the careers of its female students.



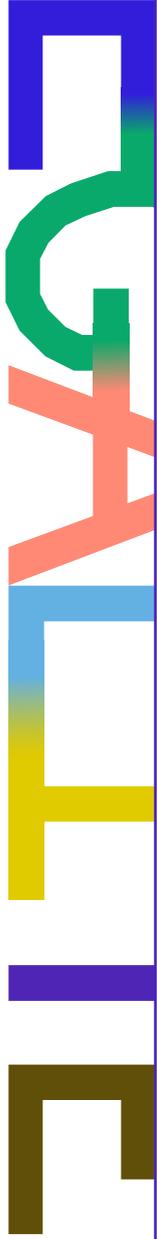
## Focus 4

### Provide ourselves with tools to monitor headway in effective gender equality and the fight against gender-related discrimination

In its reports, EnsAD shall communicate performance indicators on the headway made in equality and in the fight against discrimination:

1. Report by the jury for the competitive examination that determines admission: balance within the jury, gender statistics on the proportions of male and female candidates admitted.
2. Social assessment: gender statistics on recruitment, especially for management; the teaching staff; the rates of training provided to teaching, supervisory and on-site teams on equality-related issues; the monitoring of pay gaps between women and men; number of times an issue is submitted to the “Allodiscrim” service.

It moreover undertakes to develop gender statistics on the art and professional career paths of young graduates.



## *Focus 5*

### **Communicate broadly about EnsAD's commitment to these issues**

In order to help make this problem become an issue of society, EnsAD shall strive to highlight good practices that it observes in-house.

EnsAD shall participate in a number of inter-school, cultural, and academic networks actively working to advance the issues of equality and the fight against discrimination.

It shall strive to actively communicate outside the School, especially toward its partners, its commitment to equality and the fight against discrimination. It shall do so using all tools that seem relevant.

## ANNEX 1

# ALLODISCRIM ALLOSEXISM

## *The service*

Allodiscrim is an outsourced service for counseling, treatment, and alert: its specialized lawyers are available to listen to you. They can respond to your questions and provide you with information and advice on the steps to be taken according to your situation. The discussions are confidential, and you will not be identified (to your employer). A specific system exists for violence and for sexist and sexual harassment: Allosexism.

### **Who is it for?**

This system is intended for all employees (employees with tenure or on contract, interns, apprentices) currently working at the Ministry of Culture and its public institutions, as well as to students in the network of schools of higher learning in culture who feel they are discriminated against in the work place or who have witnessed such a situation.

Use of this service for counseling, treatment, and alert is also available to:

- employees who stopped working for the Ministry services within the previous six months, because of retirement, end of contract, or change of administrative position.
- candidates for recruitment by the Ministry, whose procedure ended three months earlier at the most.

### **How does it work?**

For all cases, state the Ministry's

employer code: **1959**

For students, the code is the same

but is called "**Code Entité Abonnée**".

### **BY INTERNET**

→ Register online at <https://www.allodiscrim.fr/>

→ Click on the "Fonction Publique" logo and then select "Ministère de la Culture" in the scroll-down menu.

→ Following your registration online, a lawyer will call you back within 12 hours.

### **BY E-MAIL**

culture.allodiscrim@orange.fr

culture.allosexim@orange.fr

### **BY TELEPHONE**

Call the toll-free number 0800-102-746 from Monday to Friday, from 9:00 a.m to 5:30 p.m. or Saturday from 9:00 a.m. to 12:00 p.m. (closed on French national holidays).

### **BY MAIL TO**

ALLODISCRIM

51, rue Bonaparte

75006 Paris

### **How does it take place?**

Discussions are completely anonymous with regard to your employer or the school; they are protected by the professional secrecy unique to the profession of lawyer.

Discussions consist in consultation with the lawyer, a phase to form a legal opinion, formulation of a working hypotheses:

discrimination	yes/no,
discriminatory harassment	yes/no,
inequality of treatment	yes/no,

a phase of counseling enabling the employee or student to identify the right questions and the right persons to speak to at the Ministry or its institution, to whom they can ask their questions.

Following collection and analysis of the information received from the employee, if the hypothesis of discrimination or discriminatory harassment is determined, the service may initially proceed with a remediation action. This involves guidance for employees who express the wish to conduct a process individually, following the service's advice, that will exhaust all the available internal forms of recourse.

If remediation fails or is blocked, the service may carry out, based on the information provided and/or gathered, a cross examination that can deal with the context, the facts of the case, or the legal framework on which a decision may have been based. This examination is conducted in writing: the service does not perform interviews or other investigations within the School.

The Allodiscrim/Allosexism lawyer ensures follow-up on the employee throughout the exchanges, until a satisfactory, unbiased, and justified solution is reached, or until the process is abandoned.

## ANNEX 2

### Applicable legal corpora in gender equality

Charter of Fundamental Rights of the European Union, in particular Article 23

European Convention on Human Rights, in particular Article 14

Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006

on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation

Act No. 83-634 of 13 July 1983 concerning

the rights and obligations of public servants

Act No. 2004-1486 of 30 December 2004 concerning the creation of the High Authority for the fight against discrimination and for equality

Act No. 2006-340 of 23 March 2006 relating to equal pay

Act No. 2006-396 of 31 March 2006

for equal opportunity

Act No. 2008-496 of 27 May 2008

dealing with various provisions relating to adaptation to European Community law in the field of the fight against discrimination

Act No. 2010-769 of 9 July 2010 concerning

violence specifically against women, to violence within couples, and to the implications of these on children

Act No. 2011-103 of 27 January 2011 relating

to the balanced representation of women

and men within boards of trustees and supervisory boards and to occupational equality

Act No. 2012-347 of 12 March 2012 relating to access to tenured employment, to improvement of the employment conditions of contract workers in public service, to the fight against discrimination, and dealing with various provisions relating to public service

Act No. 2012-954 of 6 August 2012 relating to sexual harassment

Act No. 2014-873 of 4 August 2014 on equality between women and men

Act No. 2016-1547 of 18 November 2016 on the modernization of justice for the 21st century

Act No. 2018-703 of 3 August 2018 reinforcing the fight against sexual and gender-based violence

Circular of 22 December 2016 relating to the policy of occupational equality between women and men in public service and equality between women and men, declared a "great national cause"

Circular of 9 March 2018 relating to the fight against sexual violence in public service

Roadmap "Égalité 2018-2022" of the Minister of Culture, seeking

to fight harassment and for real equality between women and men

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École  
nationale  
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