



# LETTER OF COMMITMENT FIGHTING AGAINST VIOLENCE AND DISCRIMINATION

As regularly pointed out by the Ministry of Higher Education, Research and Innovation, **discrimination and violence may also happen in Universities and Grandes Ecoles.**

Every year, French and international newspapers relate acts of sexism, hazing or even assault during student events or parties.

IESEG is strongly committed to being an ethical, socially responsible and sustainable organization. The school recognizes the importance of encouraging an environment that promotes effective learning and that provides the tools and competences that empower the students and staff to become responsible change makers for a better society.

IESEG's values (Accomplishment, Responsibility, Integrity, Solidarity and Engagement) as well as its vision (as defined through its deep-visioning process begun in 2014) reflect this motivation to inspire change. Our goal is to educate managers to be inspiring, intercultural and ethical pioneers of change.

This objective passes by making Cultural Intelligence, and Social and Environmental Responsibility part of the DNA of everybody involved in the life of the school.

Because **IESEG aims to be inclusive and to value diversity in all its forms** (origin, gender, disability, sexual orientation, age etc.), and because the school is **committed to opposing all types of discrimination**, including those of a sexist, LGBTphobic or racist nature, as well as any incitations to hatred or discrimination, the Management of the School has decided to implement the following actions.



## FOCUS 1: INFORM & EDUCATE

- In order to make students aware of the fight against discrimination and violence, the School will further develop **awareness campaigns and information** (mainly available via the intranet ieseg-online, or on the school premises) as well as via **information sessions, workshops and training courses** (face-to-face and/or online), especially for the representatives of the student associations.
- Beyond the actions that have already been put in place to develop the relational and intercultural competences of the students, the School is currently engaged in a **pedagogical review** as to how better integrate the notions of equality, inclusion, and the fight against stereotyping and discrimination in the curricula of its different academic programs.

## FOCUS 2: PROTECT

- The School already has processes in place in relation to disability, as well as initiatives to promote the physical and psychological well-being of its students. In order to further increase the assistance offered to students who may find themselves in distress, since the start of this academic year the School has set up a **Support Unit “Harassment, Violence, Discrimination” on each campus**. Academic and administrative representatives will be specially trained to welcome and inform students about the resources available, their rights and the different procedures to follow. Depending on the circumstances, the support units will be able to guide students regarding various options (for example, mediation, formal complaint etc...).
- In order to better understand incident occurrences, and over and above those reported to the support units, the School will conduct **specific annual surveys** to determine the level of discrimination and violence on campus.

## FOCUS 3: TAKE RESPONSIBILITY

- The School supports the creation of a **respect charter** to be drawn up by the representatives of the student associations themselves, which will integrate the questions linked to diversity, equality, and the fight against discrimination. The objective is to allow all the stakeholders in the student associations (boards, members and participants) to take responsibility for these questions as they pertain to the events they organize.
- The School is working on an **update of its internal rules and disciplinary procedures** for the 2021-22 academic year in order to better integrate how it deals with new forms of violence that could manifest themselves on campus.

## FOCUS 4: COMMIT

- The School is already committed to developing actions through a collaborative process. It will continue to develop **partnerships with organizations and associations** that are specialized in these areas.
- Finally, the School will continue to **encourage research on the themes of diversity, inclusion and social responsibility**, especially through its excellence centers ICIE and ICOR.



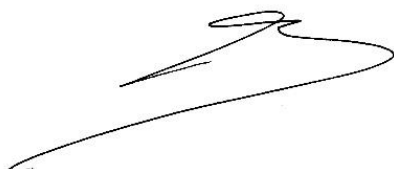
These actions reinforce and are fully aligned with the commitments already taken in the past years, notably:

- Since 2014, all students and (administrative and faculty) staff have received a compulsory training in cultural diversity. All programs have included courses on ethics and social responsibility for more than 10 years.
- IESEG also has created two centers of excellence specifically focused on promoting cultural diversity and ethics. These are the IESEG Center for Organizational Responsibility (ICOR) created in 2014 and IESEG Center of Intercultural Engagement (ICIE) created in 2017.
- In 2017, the school signed the Charte de la Diversité and the Charte Egalité Femmes-Hommes de la Conférence des Grandes Ecoles.
- Finally, IESEG has a CSR manager since 2017, and a working team specifically dedicated to the prevention of discrimination and violence since 2019.

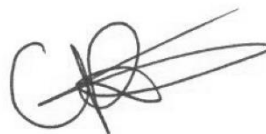
## Signatories representing the School

Lille and Paris La Défense, 01/09/2020

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