

Université Jean Moulin Lyon 3

Gender Equality Charter

Université Jean Moulin Lyon 3 undertakes:

I- The institution's general policy

1-1: to integrate the gender equality dimension into all of the institution's projects, to ensure mutual respect for others, regardless of their gender or sexual orientation, and to combat stereotypes and discrimination.

1-2: to draft administrative documents and texts that contain no gender discriminatory language and to guarantee that its visual communication respects diversity and is free of stereotypes.

1-3: to publish an annual gender statistics overview of all aspects of university life and to organise a discussion of these data.

1-4: to train, inform and raise awareness among male and female students and staff on gender equality and sexual orientation.

1-5: to ensure the dissemination and sustainability of actions by an equality committee made up of a network of contributors (male and female students and staff) in the various departments and units.

1-6: to combat all forms of violence and discrimination, to inform each person of their rights and duties in this regard, and to develop the prevention of sexual harassment and the care of victims.

II- Male and female students

2-1: to systematise the production of gender statistics concerning enrolment, success, professional integration and study conditions in the various courses.

2-2: to circulate information to male and female students about their professional equality rights.

2-3: to promote incentive measures to move towards gender balance in all fields of study.

2-4: to assist the study process for male and female students with family obligations, in particular for student-parents.

2-5: to circulate information to male and female students on the rights of victims of discrimination or gender-based or sexual violence, in particular sexual harassment, and on the help they can receive, and to ensure that they are cared for.

III- Staff members

3-1: to support the proportional representation of women and men in all bodies, at all levels, for all categories, and to work towards parity.

3-2: to encourage staff to participate in awareness-raising or training activities relating to gender and gender equality.

3-3: to inform all staff members, and unit and department managers, of the rights and duties of each person with regard to maternity or paternity leave, parental leave, part-time work and professional equality.

3-4: to take account of parenthood when organising work, to support the reconciliation of professional and personal life, to ensure that employees' careers are not penalised as a result of maternity and other family situations, and to support the introduction of flexible arrangements.

3-5: to circulate information to staff members, and unit and department managers, on the rights of victims of discrimination or gender-based or sexual violence, in particular sexual harassment, and on the help they can receive, and to ensure that they are cared for.

IV- Teaching and research

4-1: to promote gender studies and encourage research on gender equality and sexual orientation issues.

4-2: to develop course modules that integrate the gender dimension and that deal with gender equality and sexual orientation.

An equality officer, appointed by an assignment letter and provided with the necessary means, will ensure that this policy is implemented.

Charter unanimously endorsed by the University's Board of Governors on 24 November 2015