

INCLUSION AND DIVERSITY MULTICULTURALISM, EQUALITY, RESPECT

ESCP BUSINESS SCHOOL's Inclusion and Diversity policy aims to promote equality and diversity within the School and to fight against all forms of discrimination. It is based on listening, awareness, community and plurality.

Since 2016, a monitoring unit has been dealing with situations of discrimination, such as racism, homophobia - LGBT phobias, sexist and sexual violence, hazing, discrimination related to disability and to the state of health of which Students are victims within the framework of their studies (students in full-time programmes, Executive Education participants, Ph. D. participants).

The Inclusion and Diversity policy is based on three pillars:

- prevention;
- a specific procedure for supporting victims, identified as "witnesses". This procedure, which is carried out in a confidential and neutral manner, is divided into two stages: a listening phase and an investigation phase. It may lead to the referral of a case to a disciplinary board by the Director General of the institution;
- a system of disciplinary sanctions.

This commitment towards Inclusion and Diversity is led by the Associate Dean for Inclusion and Diversity, who works in close collaboration with students across campuses, the School Nurse, the Director of Events and Student Life, the Legal Department and the School's General Management.

Any student can confidentially contact the Associate Dean for Inclusion and Diversity in order to report a discriminatory act via the email box dedicated to the collection of reports and the management of the system.

ESCP BUSINESS SCHOOL's Values and Learners' commitments

Driven by European values, ESCP's mission is to inspire and educate business leaders who will impact the world.

As European humanists we believe that business nurtures society and therefore it can help lead the world in the right direction. Much more than a way of thinking, we integrate the principles of ethics and sustainability in every way possible, to educate responsible managers and better leaders for tomorrow.

To fulfil its mission, ESCP offers its Learners (Students in full-time programmes, Participants in Executive Education programmes, PhD Participants) an intercultural environment based on mutual trust, respect for others, respect for their physical and moral integrity, ethical concerns and multiculturalism.

- As a member of the “Conférence des Grandes Ecoles” (CGE), ESCP BUSINESS SCHOOL is a **signatory of the CGE's Charter of commitment to inclusion and respect for diversity**. The purpose of this charter, which is binding on higher education institutions, is to promote respect for each person's ideas, words and physical and mental integrity on the School's campuses, as well as outside the academic environment.
- ESCP BUSINESS SCHOOL is also the first business school to have **signed an LGBT Charter** to formalise its commitment to guarantee the rights and freedoms of the LGBT community. The content of the Charter was developed in conjunction **with the LGBT student association "ESCAPE"**, which is committed to promoting the diversity of the school and fighting against discrimination based on sexual and gender identity.
- ESCP BUSINESS SCHOOL is faithful to the values it promotes and is proud of the commitments made by its students, who must sign an **Inclusion and Diversity Charter** when they register for their course, under the terms of which they undertake to respect others and to prohibit any discriminatory behaviour.

Prevention and awareness at ESCP BUSINESS SCHOOL

The School has set up an awareness-raising programme for its students, notably through thematic conferences on sexism, homophobia, consent and harassment, a poster campaign on campus screens and via leaflets, and the hosting of temporary exhibitions on the theme of sexism, the setting up of student associations, association offices or student members in charge of events outside the ESCP BUSINESS SCHOOL campus, through specific virtual cases likely to cause mental or physical suffering, the integration of courses and prevention into the students' educational programmes.

An awareness-raising day is organised when students arrive on the Paris Campus during their back-to-school seminar. In 2020, as part of the Pre-Master's year, ESCP BUSINESS SCHOOL joined forces with an external partner to raise students' awareness of harassment and sexism in an innovative way through an interactive play (<https://www.youtube.com/watch?v=aKXk4kvOPx8>).

Specific procedure for the support of “witnesses”

Whenever a member of the ESCP BUSINESS SCHOOL community alerts the Inclusion and Diversity Officer about his/her suffering, or that of a loved one, as a result of someone else's behaviour, the internal procedure is as follows :

- The Inclusion and Diversity Officer will activate a confidential listening unit in order to collect the testimony of the person reporting inappropriate behaviour and to offer him/her psychological support (accompaniment by the School's nurse and psychiatrist or by an external structure). It is also systematically proposed to accompany him/her if he/she wishes to file a complaint with the police station.
- After this listening phase, an investigation unit is activated to gather all the elements on the case, notably the testimony of the accused person(s) and other witnesses. This unit is also responsible for proposing precautionary measures and drafting an investigation report that will be submitted to the Executive President of ESCP BUSINESS SCHOOL.
- Once the investigation phase is over, whether or not a criminal complaint has been filed, the ESCP BUSINESS SCHOOL Executive President or his representative will have the following missions :
 - o Decide whether or not to refer the case to a Disciplinary Board ;
 - o Refer the matter to the Public Prosecutor in accordance with article 40 of the Code of Criminal Procedure. At his discretion, the Public Prosecutor may decide to open a judicial investigation.

Disciplinary procedure

When a case is brought before a Disciplinary Board, the Board examines all the elements in the file and then summons the person initiating the procedure and the individual(s) concerned. In order to respect the adversarial process, all the elements submitted to the Disciplinary Board (investigation report, file documents) will be included in the debates and communicated to the individuals summoned before the Board.

If the Disciplinary Board identifies a disturbance within the School as a result of the situation reported, it may sanction the individual(s) involved. Disciplinary sanctions may range from a warning to permanent exclusion from the School. The decision of the Disciplinary Board will be communicated to the accused individual(s) and may also be published on the ESCP BUSINESS SCHOOL intranet and at the school offices for a period of time to be determined by the Board.

Finally, it is reminded that ESCP BUSINESS SCHOOL is not a judicial authority and does not replace the role of the magistrates. ESCP BUSINESS SCHOOL is therefore not competent to qualify the facts or to recognise the status of victim of the person who reported a discriminatory behaviour. ESCP BUSINESS SCHOOL's disciplinary procedure is therefore independent of any legal proceedings or criminal proceedings underway.

Useful Links :**Video clip « SLT » Suzane, French Singer, with its authorisation for broadcasting :**

<https://www.youtube.com/watch?v=Cnmd7B81h2c>

Video of Mr. Simon Houari, ALUMNI ESCP BUSINESS SCHOOL (Mobile Film Festival 2018, #StandUp4HumanRights) :

<https://www.youtube.com/watch?v=sTGZjuRdv8c>

ESCP BUSINESS SCHOOL'S ASSOCIATIONS :

- ESCAPE », association LGBT
<http://www.escape-ESCP Business School.eu/>
- AWARE = Association de promotion de l'égalité des genres
<https://olympeaware.wordpress.com/>
- FLEUR DE BITUME
<https://www.fleurdebitume.net/>

Autres organismes/associations extérieures :

- **Secrétariat d'État chargée de l'Égalité entre les femmes et les hommes**
<https://stop-violences-femmes.gouv.fr/associations-nationales-397.html>
- **AVFT** (l'Association européenne contre les violences faites aux femmes au travail)
www.avft.org
- **CLASCHES** (Collectif de lutte antisexiste contre le harcèlement sexuel dans l'enseignement supérieur)
www.clasches.fr
- **CFCV** (Collectif féministe contre le viol)
www.cfcv.asso.fr

- **En Avant toutes** (plateforme « Safe Campus »)
www.enavanttoutes.fr
<https://www.youtube.com/watch?v=z3QfbjJ8-kl>
- **FNSF** – Fédération nationale solidarité femmes
www.solidaritefemmes.asso.fr
- **CNIDFF** - Centre national d'information sur les droits des femmes et des familles
www.infofemmes.com
- **MFPF** - Mouvement français pour le planning familial
www.planning-familial.org
- **Femmes solidaires**
www.femmes-solidaires.org
- **FDFA** – Femmes pour le dire Femmes pour agir (femmes en situation de handicap)
www.femmespourledire.asso.fr
- **Voix de femmes**
www.association-voixdefemmes.fr
- **Fédération nationale GAMS**
www.federationgams.org

Other links :

<https://www.youtube.com/watch?v=71W0YZT2imY>
<https://www.egalite-femmes-hommes.gouv.fr/harcelement-transports/>
<https://www.centre-hubertine-auclert.fr/egalitheque/>
<https://travail-emploi.gouv.fr/IMG/pdf/kit-sexisme.pdf>