

“Equality – Parity” charter for ETIS members

All ETIS members should benefit from a healthy, caring, and welcoming working environment, whether on or off premises (during assignments, conferences, etc.). Based on fundamental values such as equality, transparency, and mutual respect, ETIS seeks to ensure a working environment that guarantees equal treatment and opportunities for all, encourages team spirit, promotes diversity, and is safe and free from discrimination and harassment. This charter describes the founding principles and implementing methods for this. It is an educational tool aimed at providing a common foundation for ensuring considerate behaviour and team spirit within the unit.

The information presented here is not exhaustive and the charter may change over time.

We also refer the signatories to the regulatory documents in force concerning:

- ethical issues affecting research professions as set out in the comprehensive charter drawn up by the CNRS (see appendix),
- discrimination and harassment in the workplace as set out in French labour law (law no. 83-634 of 13 July 1983) and the regulations of the various laboratory supervisory bodies (see appendix).

Equal treatment and opportunities, promoting diversity

The ETIS laboratory wishes to guarantee all its members equal treatment and opportunities, thus creating an attractive environment for people from a wide variety of backgrounds: fair working conditions, opportunities to integrate with the laboratory team, harmonious collaborations, and transparent, objective, and impartial assessments. ETIS strives to ensure that these principles form an integral part of decision-making processes, whether in recruitment, career development or employment and working conditions.

As such, ETIS requires the following in all scientific or professional assessment situations:

- Objective and transparent criteria must be applied
- Representativeness indicators must be made available to the community
- Committees must include members from various backgrounds
- Any conflicts of interest, whether relational, collaborative, or hierarchical, must be systematically declared

ETIS strives to promote diversity within its team, which contributes to enriching the working environment and scientific work. In order to preserve this diversity, vigilant monitoring of professional practices and communication is required to promote team spirit, mutual support and inclusion of all laboratory members. In particular, the laboratory is a multicultural environment that welcomes non-French-speaking people among its members. Thus, in order to prevent these people from becoming isolated in an exclusively French-speaking environment, ETIS members are urged not to dismiss comments made by individuals who are not fully proficient in a given language (French, English or other).

In general, ETIS is opposed to any discriminatory act that could, either directly or indirectly, hamper individuals' professional careers. ETIS encourages its members to report any discrimination observed or suffered by contacting the management team. This may be done anonymously if required. ETIS also wishes to promote discussion among its members on this subject for educational and preventive purposes.

Respect for people and their work

The ETIS laboratory also wishes to maintain a healthy and caring environment, which allows everyone to feel welcome and encouraged to express themselves confidently and naturally. In order to preserve this environment, it is first and foremost essential for individuals to speak and behave in a respectful manner. This

charter thus urges laboratory members to monitor certain attitudes that are potentially detrimental to this environment:

- Repeated interruptions or monopolising conversations
- Intrusive, unsettling, or intimidating comments or gestures
- Derogatory comments, including sarcasm, jokes, or inappropriate remarks

This charter also seeks to draw members' attention to certain practices that may generate dangerous psychological pressures and lead to an unhealthy working environment:

- Setting last-minute deadlines or goals that cannot be met without help
- Lacking consideration for individuals when making urgent or repeated requests
- Individuals imposing their own pace of work on colleagues with no regard for their obligations, leave and working hours

What action can be taken?

If you are the victim or witness of actions in violation of this charter and its principles: do not isolate yourself, do not play down what has happened, and express your opposition to these actions. This charter is one of the resources available to help you discuss any situations you have noticed with the people involved to prevent any recurrence. For mediation purposes, these discussions may involve team leaders or the equality-parity responsible.

In addition to this charter, ETIS provides online resources to support and protect its members wishing to report an inappropriate action or discrimination observed or suffered. In particular, a reporting form provides witnesses and victims with guidance on how to inform the laboratory **management team**, so that it can take action. On a case-by-case basis, the management team will then suggest the next steps to be taken to assist victims.

Victims may also contact the medical and psycho-social departments of supervisory bodies (CNRS, CYU, ENSEA) or organisations tackling the harassment of women (see appendix).

Appendix

Relevant external links and contacts:

1. **CNRS Ethical Charter:** <https://www.cnrs.fr/sites/default/files/pdf/Charte%20de%20d%C3%A9ontologie.pdf>
2. **CNRS 2021 circular:** <https://www.dgdr.cnrs.fr/bo/2021/BO-avril-2021-compressed.pdf>
3. **CNRS contact email to report any sexist behaviour, harassment or violence:**
signalement@cnrs.fr
4. **Workplace bullying:** https://travail-emploi.gouv.fr/IMG/pdf/Harcelement_moral_dgt_07-2010.pdf
5. **Guide to preventing and dealing with situations of violence and harassment in the French public service:** https://www.fonction-publique.gouv.fr/files/files/publications/politiques_emploi_public/guide-prevention-situations-violences.pdf
6. **CY Tech internal regulations and charters:** https://cytech.cyu.fr/medias/fichier/reglement-interieur-novembre-2020_1607074328771-pdf
7. **CY Tech monitoring unit against violence.** Emergency number: +33 (0)1 34 25 28 28 Email: veilleucp@ml.u-cergy.fr
8. **Women Safe Association:** Emergency number: +33 (0)1 39 10 85 35 Email: accueil@women-safe.org