



DIVERSITY AND INCLUSION CHARTER

Why this guide?

As part of the 14 missions of a CFA (Apprenticeship Training Center), IFH is committed to supporting all stakeholders (apprentices, trainers, and host companies) in raising awareness, prevention, and protection on topics such as:

- Diversity
- Gender equality
- Promoting diversity and inclusion
- Preventing and combating all forms of harassment
- Discrimination

In this guide, you will find:

- What is diversity?
- Examples of areas affected by discrimination
- The benefits of diversity in companies
- Gender equality
- What to do if I am a victim of discrimination

Your IFH contact: Doriane CHASTEL – doriane.chastel@ifh-paris.com

What is diversity?

The Diversity Charter defines diversity as “the variety of human profiles” that can exist within the same company. It refers to differences in profiles and characteristics such as gender, age, beliefs, etc.

Today, the law defines 25 prohibited grounds of discrimination, with no hierarchy between them:

- Physical appearance
- Age
- Health condition
- Actual or perceived race
- Nationality or lack thereof
- Gender
- Gender identity
- Sexual orientation
- Pregnancy
- Disability
- Origin
- Religion
- Bank domiciliation
- Political opinions
- Philosophical beliefs
- Family situation
- Genetic characteristics
- Lifestyle
- Surname
- Trade union activities
- Place of residence
- Ethnic origin
- Loss of autonomy
- Ability to speak a foreign language
- Vulnerability resulting from economic situation

Examples of areas affected by discrimination

- Education and training: enrollment, admission, and assessment conditions
- Access to social protection
- Access to employment and career development
- Disciplinary sanctions and dismissal
- Remuneration and social benefits

The benefits of diversity in company performance

Studies have shown that in companies, bringing together individuals from diverse backgrounds is beneficial. It allows for the confrontation of different viewpoints and the emergence of better ideas, which are real drivers of productivity.

Professional Equality

Law No. 2014-873 of August 4, 2014 on real equality between women and men is a French law aimed at combating inequalities between women and men.

Professional equality refers to equal rights and opportunities between women and men, particularly regarding access to employment, working conditions, training, qualifications, mobility, promotion, work-life balance, and remuneration (equal pay).

Both an economic and social issue, professional equality involves society as a whole: the State, local authorities, companies, and citizens. It concerns both men and women. It relates to issues such as stereotypes in education and career guidance, professional diversity, pay equality, and gender parity. Information and awareness are key factors for progress in this area.

Beyond diversity policies, IFH is committed to promoting diversity within organizations, encouraging gender diversity across professions, and supporting professional equality, in accordance with the new obligations of CFAs defined in Article L6231-2 of the French Labour Code, notably by organizing awareness actions for apprentices.

What to do if I am a victim of discrimination?

Defender of Rights website:
<https://www.defenseurdesdroits.fr/fr/institution/competences/lutte-contre-discriminations>

Ministry of Justice website:
<https://www.justice.fr/fiche/faire-cas-discrimination>

Reporting discrimination

Reporting platforms and support services are available, particularly through ministries as part of diversity certification processes.

Services accessible to all:

- National victim support hotline: **08 842 846 37**
Available 7 days a week from 9 a.m. to 9 p.m., non-premium call
- Email: **08victimes@inavem.org**
- Online complaint form via the Defender of Rights

SOS Racisme

SOS Racisme is an association committed to combating racism, antisemitism, and all forms of discrimination.

The association provides support to victims through its legal department.

- Email: servicejuridique@sos-racisme.org
- Tel.: +33 1 40 35 36 55
- Website: <https://sos-racisme.org/>

Movement Against Racism and for Friendship Between Peoples (MRAP)

MRAP is a national non-profit organization dedicated to public education, a member of the National Consultative Commission on Human Rights, and an NGO with consultative status at the United Nations.

- Tel.: +33 1 53 38 99 99
- Email: accueil@mrp.fr
- Website: <https://mrp.fr>

APF France Handicap

APF France Handicap is a French organization recognized as being of public interest, dedicated to defending and representing people with disabilities and their families.

- Website: <https://www.apf-francehandicap.org/>