

Preamble:

Only genuine changes in cultures, organisations and practices can advance sexual orientation and gender identity issues in the workplace. Recognising this, and in order to ensure an inclusive workplace environment for Lesbian, Gay, Bisexual or Transgender people (LGBT+), l'AUTRE CERCLE, an association which aims to combat discrimination based on sexual orientation and gender identity, established in 2012, with the encouragement of Accenture and with the participation of other companies, including Alcatel Lucent, Orange, Randstad, Sodexo, Véolia Eau, the LGBT+ Charter* which binds public and private employers to their LGBT+ and non-LGBT+ employees.

By this Charter, the signatory companies, organisations or public bodies commit to:

1. Create an inclusive environment for LGBT+ employees

- Take appropriate steps to cultivate a climate of understanding free from intimidation, hostility, bullying or any form of discriminatory behaviour based on sexual orientation or gender identity. Leadership shall act in a way that exemplifies this.
- Specifically include the LGBT+ theme in internal communications on leadership's commitment in favour of equal treatment and diversity, and if the organisation sees fit, identify an LGBT+ sponsor.
- Ensure increased awareness, training and support on the issue of equal treatment of LGBT+ people for leaders and employees involved in the processes of recruitment, training, personnel evaluation and career management.
- Support employee initiatives to combat discrimination against LGBT+ people (for example, internal networks, participation at events, etc.).

2. Ensure equal rights and treatment for all employees regardless of their sexual orientation or gender identity

- Ensure that internal regulations and procedures do not either discriminate, or facilitate discrimination, based on sexual orientation or sexual identity.
- Guarantee universal access to existing rights and benefits provided by the company, organisation or public body as regards marriage or parenting (health benefits, insurance coverage, family leave, etc.); communicate regularly and facilitate access to information about these subjects.

- Create conditions that guarantee confidentiality of information on sexual orientation or gender identity.

3. Support employees who have been victims of discrimination in the workplace

- Ensure a visible commitment by leadership against any discriminatory behaviour towards LGBT+ people.
- Work together with employee representatives.
- Explicitly integrate LGBT+ concerns into listening structures and anti-discrimination reporting, and promote these services internally.
- Put in place actions designed to prevent and, where necessary, discipline any discriminatory behaviour.

4. Measure progress and share best practices to advance the general workplace environment

- Create and promote tools to measure the effectiveness of actions taken.
- Participate in meetings to facilitate the sharing of best practices and progress.
- Communicate LGBT+ best practices and commitments outside the company, organisation or public body (for example: signing the LGBT+ Charter, speaking at HR symposia).
- Integrate progress into reports, such as assessments of diversity policy (annual reports, sustainable development, diversity, HR, audits carried out as part of the certification of the Diversity label, etc.).

*Launched in France on 7th January 2013, in the presence of Najat VALLAUD-BELKACEM, Minister for Women's Rights and Government Spokesperson, Michel SAPIN, Minister for Labour, Employment and Professional Training and Dominique BAUDIS, Ombudsman.

On signing L'AUTRE CERCLE'S LGBT+ Charter, the signatories undertake to assume ownership of the Charter and they authorise the association to promote.