

TOGETHER, LET'S FIGHT:

DISCRIMINATION

SEXISM

harassment

stereo
types

sexual
abuse



INRAE



Independent Allodiscrim
Counselling Centre

Preventing discrimination
and sexual and/or sexist abuse

Do you feel you have been the **victim** of or **witness** to **discrimination** or **sexual** or **sexist abuse** at your workplace?

An independent counselling centre, **Allodiscrim**, is now available.

You can contact them:

- whether you are contract or tenured staff
- whatever your geographic assignment may be.

■ **Professionals who are ready to help**

The Allodiscrim Counselling Centre is an independent unit made up of specialised legal experts, who, after assessing your situation, can answer your questions, provide useful information, and/or advise you on the steps to be taken.

■ **Operating principles and assurances:**

For each and every discussion, the Allodiscrim Counselling Centre ensures you:

- Expertise
- Independence
- Neutrality
- Confidentiality

Anonymous contacts cannot be accepted. But INRAE will only be informed of your situation with your express permission.

INRAE is committed to responding to every situation that comes to our attention

■ How do the discussions work?

The counselling centre will assist you every step of the way:

- 1 A legal counsel will analyse your situation to be able to qualify, where relevant, what you have experienced in terms of discrimination or sexual and/or sexist abuse.
- 2 In all cases, they will provide you with advice and help you identify a solution.
- 3 If the facts require a more in-depth approach, the information will be sent to the DRHDD (Human Resources and Sustainable Development Directorate) and the Head of Equality and Non-Discrimination with your written approval.
- 4 Where necessary, the legal counsel may request additional explanations from the president of your centre, the local HR officers or the DRHDD.

You can terminate the discussion whenever you wish.

■ How can you contact the counselling centre?

- By internet: <https://www.allodiscrim.fr>
- By mail: allodiscrim@orange.fr
- By post: **51 rue Bonaparte - 75006 Paris**
- Be sure to include the employer code: **1911**

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■ In addition to the independent counselling centre, other people can provide support and advice:

WITHIN INRAE:

- Your direct supervisors
- Head of Human Resources
- Occupational health and safety advisor and/or assistants
- Occupational health doctor
- Welfare assistant
- Staff representatives

OR OUTSIDE INRAE:

- Rights Advocate:
www.defenseurdesdroits.fr/fr/saisir-le-defenseur-des-droits
- An association :
www.signalement-violences-sexuelles-sexistes.gouv.fr or
www.stop-violences-femmes.gouv.fr

THE 25 DISCRIMINATION CRITERIA SET OUT BY LAW:

- Origin
- Sex
- Marital status
- Pregnancy
- Physical appearance
- Surname
- Place of residence
- Health status
- Loss of autonomy
- Disability
- Genetic traits
- Lifestyle
- Sexual orientation
- Bank domiciliation
- Gender identity
- Age
- Political views
- Philosophical views
- Union activity
- Ability to speak a language other than French
- Vulnerability due to financial situation, visible or known
- Actual or assumed affiliation with:
 - an ethnic group
 - a nation
 - a supposed race
 - a religion

**National Research Institute for
Agriculture, Food and Environment**