



Anti-discrimination resource guide

1st edition - 2023



Edito

FEDER - Fédération des Étudiants Rouennais is the leading student association in the Rouen area. It brings together 21 student associations in Rouen, Mont-Saint-Aignan, Évreux, Elbeuf and Saint-Etienne-Du-Rouvray.

Created in 1998, FEDER has been working for 25 years to maintain optimal student living conditions and defend the rights of our students. FEDER aims to unite students and ensure their well-being.



Sommaire

Edito	2
 Glossary	4
 Context in which the guide was written	5
 History	6
 Defining and measuring discrimination	9
 Difference between inequality and discrimination	12
 Penalties applicable	13
 Impact on victims	14
 Prevention and care	15
 Delegate	19
 References	24



Glossaire

CPU: Conference of University Presidents (now France Universités)

DILCRA: Délégation Interministérielle à la Lutte contre le Racisme et l'Antisémitisme (Interministerial Delegation for Combating Racism and Anti-Semitism)

DILCRAH: Délégation Interministérielle à la Lutte contre le Racisme, l'Antisémitisme et la Haine anti-LGBT (Interministerial Delegation for the Fight against Racism, Anti-Semitism and Anti-LGBT Hatred)

ESR: Enseignement Supérieur et de la Recherche (Higher Education and Research)

FAGE: Fédération des Associations Générales Etudiantes (Federation of General Student Associations)

FEDER: Fédération des Etudiants de Rouen (Rouen Student Federation)

LCD: Lutte Contre les Discriminations (Fight against discrimination)

PC: Personne de Confiance

PR: Personne Référente

PSSM: First Aid in Mental Health

TP: Trusted People

VSS: Sexist and Sexual Violence



Context in which the guide was written

Discrimination affects everyone, including students. The fight against discrimination and the promotion of inclusiveness in the student environment has been one of FEDER's core values and main areas of work since its creation. The growing number of cases of discrimination has given rise to a general awareness, to which we wish to respond.

It is with this in mind that FEDER has initiated the drafting of an Anti-Discrimination Resource Guide to condense and propose resources to all student associations in the network, or not, as well as to any individual wishing to do so. This guide is being drafted in 2023, following many hours of reading, research and meetings with various local players, and will be further developed over several years, with the aim of producing an ever more comprehensive guide.

The aim of this guide is to provide a simplified basis for combating all forms of discrimination to which students may be subject.

The guide also aims to raise awareness of the fact that the fight against discrimination is a global issue, and that it concerns everyone. In the same way, this guide aims to highlight discrimination that is commonplace.



History

The fight against discrimination in higher education has long been a neglected issue. Prior to the 2000s, these issues were absent from public discourse. It was in 2005 that the Reference Law on the rights of people with disabilities was adopted, article 20 of which stipulates that :

"Higher education establishments enroll students with disabilities or disabling health conditions, within the framework of the provisions regulating their access in the same way as other students, and ensure their training by implementing the accommodations necessary for their situation in the organization, progress and support of their studies".

Then, in 2008, the French government created the Label Diversité. It guarantees the improvement of human resources processes, in order to prevent and correct discrimination mechanisms. This label concerns companies, administrations, local authorities, public establishments and associations, and aims to promote diversity: it examines all discrimination criteria (25 to date: age, state of health and disability, origin, gender, sexual orientation and identity, trade union opinion, etc.).

In 2009, the Conférence des Présidents d'Universités (Conference of University Presidents) issued a charter inviting establishments to set up equality missions. Equality missions aim to promote equal treatment for all students.

The law on equal opportunities in the civil service was passed in 2013, requiring the creation of equality missions. The interministerial delegation for the fight against racism and anti-Semitism (DILCRA) was created the same year. It was also in 2013 that ESR establishments were obliged to set up a multi-year Disability Master Plan (Schéma Directeur Pluriannuel du Handicap). This master plan encompasses all areas concerned by disability (students, staff, training and research, accessibility) and presents the strategic priorities of the establishments.

2015 saw the publication of a circular reinforcing the role of gender equality missions in preventing and reporting sexual harassment.

In addition, the Conférence des Présidents d'Universités (Conference of University Presidents) is inviting ESR establishments to appoint a "secularism referent" following the attacks that same year, and the Director General of Higher Education and Professional Integration is calling for the introduction of "racism and anti-Semitism referents within establishments".



In 2016, DILCRA took on a new theme: the fight against anti-LGBT hatred and discrimination, and became DILCRAH.

In 2017, as the #MeToo movement set the media ablaze, the equality label was created and issues around SSV gained visibility.

Between 2018 and 2020, the national plan to combat racism and anti-Semitism is launched. The Prime Minister of the time, Edouard Philippe, reaffirmed the need to appoint "racism and anti-Semitism" referents within ESR establishments.

In 2019, the French government implements the law on the transformation of the civil service, making it mandatory to implement a multi-year action plan on professional equality between women and men. This plan comprises 4 main areas to be addressed. First and foremost, it aims to assess, prevent and address the pay gap between men and women. It also proposes to guarantee equal access to civil service bodies, job categories, grades and positions. It also aims to prevent and deal with discrimination, violence, moral or sexual harassment and sexist behaviour. In addition, the plan aims to promote a better balance between professional activity and personal and family life.

In 2020, a decree made it compulsory to set up systems for reporting, handling and monitoring situations, as well as for prevention in the civil service. In January of the same year, Frédérique Vidal, Minister of Higher Education, Research and Innovation, decides to launch an awareness campaign to combat racism and anti-Semitism in the ESR. Then, in May 2020, the Minister launched a call for projects supporting initiatives to combat discrimination in ESR. Finally, in September, the Minister will present an action plan to combat SGBV in the ESR, including the introduction of an alert system for victims, training for staff in the fight against SGBV, raising awareness among students, etc...

In January 2021, the Minister of ESR launches an action plan to combat racism and anti-Semitism in ESR, among other things, it provides for the creation of an observatory for diversity and the fight against discrimination in ESR and the establishment of support mechanisms for students who are victims of racism and anti-Semitism. In January of the following year, the Minister presented a national plan to combat discrimination at university.



In March 2022, a report was published on the mission to combat discrimination in higher education, noting the persistence of discrimination in higher education and encouraging the implementation of concrete actions.

Finally, in January 2023, part of the staff of higher education establishments received anti-discrimination training at the initiative of the Ministry of Higher Education. This training was open to all staff, teachers-researchers and administrators.



Defining and measuring discrimination

Discrimination is common in all social and cultural environments. Whether intended to cause harm or out of simple ignorance, it is the act of sorting, setting aside or applying a difference in treatment. In law, discrimination occurs when a situation meets two cumulative conditions: it is based on one (or more) of the 25 criteria for discrimination defined by French legislation (origin, gender, age, state of health, etc.), and it involves a situation covered by the law (job search, service, housing, etc.).

Direct and indirect discrimination

A distinction is also made between direct and indirect discrimination. In the case of indirect discrimination, a situation that appears neutral is unintentionally disadvantageous for people on the basis of one or more of the criteria set out in the law, unless this provision is justified and legitimate. Direct discrimination is characterized by unequal treatment, whether conscious or not, on the basis of one or more of the 25 discrimination criteria. Incitement to discrimination is also considered a form of discrimination. This type of discrimination results in a breach of equality, whether within a group or between individuals.

25 discrimination criteria

The 25 criteria of discrimination defined by French law are based on European texts as well as specific criteria added by French legislation. Discrimination may be based on one or more of the criteria listed below:

- Gender
- Origin
- Age
- Place of residence
- Actual or supposed membership of an ethnic group
- True or assumed membership of a so-called race
- True or supposed membership of a nation
- True or assumed membership of a religion
- Sexual orientation
- Gender identity
- Ability to express oneself in than French



Defining and measuring discrimination

- Marital status
- Pregnancy
- Loss of autonomy
- Physical appearance
- Health status
- Disability
- Genetic characteristics
- Apparent economic vulnerability
- Bank domicile
- Habits
- Political views
- Trade union activities
- Philosophical views
- Hazing



Any difference in treatment based on one or more of these criteria will not necessarily be considered discrimination. For example, a preferential rate for people under the age of 26, or free admission to an exhibition for people with disabilities, are not considered discrimination. Furthermore, if a difference in treatment is justified and legitimate, then it is not considered a form of discrimination. For example, requiring a candidate to be fluent in English, as he or she will be working in an English-speaking environment, is not discrimination.

General situations in which discrimination is prohibited

The law specifies the general situations in which it is forbidden to discriminate, and according to defined criteria:

- access to employment, career, disciplinary action, dismissal ;
- remuneration, social benefits;
- access to private goods and services (housing, credit, leisure) ;
- access to public goods and services (school, health care, registry office, social services);
- access to a place open to the public (nightclub, prefecture, store, town hall);
- access to social protection;
- education and training (conditions of enrolment, admission, assessment, etc.).



Defining and measuring discrimination

Situations spécifiques dans lesquelles il est interdit de discriminer

The law also specifies specific situations in which it is forbidden to discriminate according to the criteria defined above:

- refusal to enrol in the canteen, where this service exists;
- refusal of access to health care;
- refusal to take out an insurance policy, or to take account of differences in premiums and benefits when calculating premiums and benefits, addressed to an organ, cell or gamete donor;
- refusal of burial because of the beliefs or religion of the deceased or the circumstances surrounding his or her death.
- unequal treatment, reprisals or retaliatory measures linked to :
 - exercising the right to strike ;
 - the exercise of mutualist activities;
 - the exercise of mutualist activities;
 - jury duty;
 - refusal by an employee to accept an assignment to a position in a country where homosexuality is an offence;
 - refusal or acceptance of hazing;
 - being a "whistle-blower".

Harassment

Discrimination can also take the form of harassment, which can be sexual. Moral harassment is defined as any conduct with which a person is confronted "the purpose or effect of which is to undermine his or her dignity or to create an intimidating, hostile, degrading, humiliating or offensive environment".

If this situation is based on one or more of the above 25 criteria, it is discriminatory harassment. Sexual harassment is also considered to be a form of discrimination and is defined as the repeated imposition of sexual statements and/or behaviours.



Differences between inequality and discrimination

Not all inequality is discrimination. But all discrimination is a form of inequality. Any situation of differential treatment that would take place in a situation not specified by law (in the private setting for example) is described by inequality. The difference refers to a hierarchy.

Justice condemns discrimination but does not condemn inequality.

Discrimination is rarer than inequality but is actually more violent, because it shows a difference in treatment based on essential values (sexual orientation, age, etc.).

The complexity of certain situations makes certain discriminations indistinguishable from inequalities, especially when the effects are cumulative.



Penalties applicable

Discriminating against a person or a group of people is therefore criminally reprehensible with 3 years' imprisonment and a 45,000 euro fine (Article 225-2 of the Penal Code).

Discrimination is also prohibited under the Labour Code (Article L. 1132-1 of the Labour Code) or Article 6 of the Law of 13 July 1983. The author of discriminatory facts may be a legal or natural person, public or private.

The law also protects against any type of retaliation or retaliation from which the victims of discrimination may be victims.



Impact on victims

Most victims of discrimination are affected both psychologically and in their working lives. According to a report written in 2020 by the Human Rights Defender, in only 9% of cases, the perpetrator was sanctioned, e, transferred, e or dismissed.e. While 19% of victims were dismissed or not renewed, and 14% of victims received a warning, a reprimand, or were transferred against their will.

Psychologically, 82% of people who have been discriminated against say they feel angry and 49% say they are tired, sad, depressed or in a deteriorating state of health. Others say they are no longer motivated to go to work (38%). Memory loss or concentration disorders affect 29% of victims.

In the private setting, discriminated persons suffer consequences on their relationships: social isolation, disturbed relationships with family or friends. In addition, self-censorship is one of the most common consequences for victims of discrimination: refusal to respond to suitable job offers, obstacles to express and/or produce things (work, art, writing, etc.). It is also more difficult for these individuals to assert themselves and express their dissatisfaction and/or limitations. This self-censorship is partly due to the anticipation of discrimination that they may experience, and that they have already experienced in the past.

Prevention and care

As a student representative association, it is your duty to represent all students, regardless of gender, religion, health status, etc... Thus, the fight against discrimination is one of the axes that can be worked by your association. Several missions are available to you:

- prevention
- accompaniment
- trainings
- establishment of the TP FAGE and PR/PC ERDF arrangements
- communication (translation, communication around training, prevention, accompaniment, devices, alerts)
- inclusiveness of your events

Prevention

Discrimination can be avoided, or in any case reduced, through the awareness of your public. Most cases of discrimination come from prejudices, common things acquired and yet false, and ignorance about certain themes (disability, origin, etc.).

Thus, information is one of the most important axes in the fight against discrimination.

Through informative posts, podcasts, conferences, debates, film screenings and more, you can easily reach your audience and raise awareness.



Round-table "Racisme, Histoire et Université" organised by BDE LSH, 2023



One of the awareness posts during "La Semaine Tous Egaux" by AESR, 2023



Poster from the prevention stand to the fight against discrimination by the Corpo Pasteur, 2023

Support

As a student association, often known to your students, you may sometimes receive testimonies and requests for information and/or support following events of which they may have been victims and/or witnesses. Some associations choose to open a Defense of Rights pole. This centre within the association, dedicated to case management, tries to handle cases when possible, but often reorients to a specialized association (see Delegate). Similarly, the ERDF can handle these cases through the mailing Défense Des Droits (defensedesdroits@feder-rouen.org). Our response time is 7 days maximum and 100% of cases are processed. FAGE also intervenes in case of need and solicitations.



Conference held by the Maison des Femmes by the Club'Universal (BDE UniLaSalle Rouen), 2023



Trainings

As a student federation, and as a member of the FAGE network, the FEDER also offers training courses open to its members of local associations. The training catalogue offers a wide range of training courses on various topics: association management, treasury, team management but also social innovation, fight against discrimination, social affairs, etc.

Thus, in connection with the fight against discrimination, the ERDF offers the following training courses:

- Combating discrimination in ESR
- Include your event in a responsible and inclusive approach
- Fighting VSS in ESR

These trainings make associations aware of the issues in order to approach them in an appropriate way. They provide the basis and allow you to start a reflection within your association.

Use of the TP FAGE and PR/PC FEDER arrangements

The FEDER's PR/PC system aims to ensure the well-being of all involved in the events of your associations. The main objectives of the scheme are thus to ensure that people who are victims or witnesses of violence and discrimination can find one. e trained interlocutor to discuss, reassure, and redirect. By implementing such a device, we aim to prevent harmful and aggressive behavior within events.

The referees being trained Trusted People by FAGE, they are available on the events to which they respond present.

Their role is to be able to bring comfort, reassure, or redirect people in need. They are not qualified to perform physical first aid or mental health first aid.

Trusted persons who have also taken the TP and PSSM training are thus responsible for the same roles as the referees. However, they are also authorized by the PSSM training to provide mental health first aid. They are not authorized to provide physical first aid.



You can apply for a PR/PC with the FEDER up to 10 days before your events by filling out the application form and sending it by e-mail: lutte.discriminations@feder-rouen.org

Communication

The communication of your association can also be the source of feelings of discrimination. You can learn how to make your communication media accessible to tou.te..s. You can notably refer to the support document for inclusive communication provided by the 100% Handinamique Federation (available on the drive admin).

It is also important to bring your projects to the general public by communicating about your devices and initiatives. You can, among other things, launch awareness campaigns on social networks, launch a communication campaign that informs your students of the help and support you can give them. You can also communicate on the reporting devices available at the university or on the trusted person device that you set up during events.

Don't forget the international audience! You can translate your publications and other communications in English as much as possible, very good software can now do it very quickly and with very few errors (such as DeepL).

Inclusivité de vos événements

As a representative student association, your duty is to offer all student profiles the opportunity to participate in your events. This implies that events adapt to all needs. To do this, you can take the training "Register your event in a responsible and inclusive way" but you can also always propose a "Your needs" box registration forms to ensure everyone has access to what they need to make the most of the event. This simple question allows everyone to express themselves on potential allergies, need for equipment (earplugs, chairs, etc.) but also to ensure that the places and activities are suitable for everyone.



Delegate

Your role as a student volunteer knows certain limits: you are not professionals. These discrimination issues are sometimes difficult to manage and resolve. Your work will sometimes stop at giving contacts from specialized associations or local authorities, and it is important to respect the limits of your work.

You will find below the associations specialized in raising awareness and taking charge of victims in the Rouen territory.

Sensibilisation



- **Fiertés Colorées**

Rouen LGBTI+ Centre, Pride organizer, LGBTI+ activist

Permanences asile, Permanences Trans, Sensibilisation, Formations, Queerothèque, Podcast, Rencontres, Santé sexuelle, Santé mentale, Santé trans

Seat at Le Diable au Corps, 100 Rue Saint-Hilaire, 76000 Rouen

Email: contact@fiertescolorees.org

<https://www.fiertescolorees.org/>

- **Observatoire des Inégalités**

Independent information organization, drawing up a complete inventory of inequalities.

Training of associations, publication of pedagogical tools, intervention, educational animations

Observatoire des Inégalités, 15 rue Jacques-Marie Rougé, 37000 Tours

Tel. 02 47 44 63 08

E-mail: contacts@inegalites.fr

<https://www.inegalites.fr/>



- **SOS Homophobie**

Annual report on homophobia, adult education, school interventions, Help Line

Delegation Normandie dormant, Delegation Paris takes over the region

Association Office: sos@sos-homophobie.org



Request an adult outreach intervention

Request for the Toolkit to Prevent LGBTIphobes Discrimination and Promote the Inclusion of LGBTI People in the Workplace

Postal address: SOS homophobie - 14 rue Abel, 75012 PARIS.



- **Le Refuge**

Recognized public utility foundation

Interventions with young people

Fondation Le Refuge, 75 place d'Acadie, 34000 Montpellier

09 54 92 60 66

sensibilisation@le-refuge.org



- **100% Handinamique**

Federation for the Success and Integration of Young People with Disabilities

Tutoring, Mentoring, Scholarships

Caroline Davignon (+33182284392) and Chloé Sylvestre (+33183814409), Chargées de mission accompagnement des associations,

caroline.davignon@handinamique.org or chloe.sylvestre@handinamique.org



- **SOS Racisme**

Contact the legal department of SOS Racism:

servicejuridique@sos-racisme.org

The telephone exchanges take place from Tuesday to Friday from 10h30 to 13h00

Tel. 01 40 35 36 55



- **DILCRAH**

To organize an event, to invite DILCRAH to an event, to make known your association of DILCRAH

dilcra@pm.gouv.fr



Care to victims



- **SOS Homophobie Délégation Normandie**

Annual report on homophobia, adult education, school interventions, Help Line
Delegation Normandie dormant, Delegation Paris takes over the region

Listening line: 01 48 06 42 41 (Monday to Friday: 6pm – 10pm, Saturday: 2pm – 4pm,
Sunday: 6pm – 8pm, (No listening on holidays)

- **France Victimes**

(Association Aide aux Victimes et Informations sur les Problèmes Pénaux)

avipp76@gmail.com

Tel. 02 35 70 10 20 (9.30 to 12.00)

1 rue Guillaume le Conquérant, 76000 Rouen



- **CIDFF (centre d'information sur les droits des femmes et des familles)**

is asked to listen, identify, support women victims of VSS, sensitize and train
partners to contact women victims of violence, prevent with the help of
interventions in schools, etc.

Family Law/ Fight against violence: telephone hotline by appointment (02 35 63 99
99)

33 rue du Pré de la Bataille

76000 Rouen

- **Planning Familial**

Association that welcomes and advises on contraception, screening, violence,
abortion and sexuality.

02 35 73 28 23 (Appointment booking and information: Monday to Friday from 9:00
to 12:30 and from 2:00 to 5:30 and Friday from 9:00 to 12:00)

Information on contraception, abortion, sexualities, IST information, violence, CCF,
etc.

Tel: 06 79 30 98 53 to make an appointment or get information. You can leave a
message and your contact information so that the counsellor can call you back.

planningfamilial76@wanadoo.fr

41, rue d'Elbeuf

76100 Rouen



- **Maison des Femmes Elbeuf**

Caring for victims of gender-based and sexual violence, in precarious and vulnerable situations

CHIELVR, Site d'Elbeuf (les Feugrais), Rue du Docteur Villers, 76410 Saint-Aubin-lès-Elbeuf

Tél. Secrétariat : 02 32 96 80 80

- **CASA (Home Center Specialized in Aggressions)**

Center that offers daily consultations (evaluation of violence by a medical examiner, obtaining a certificate with criminal ITT, meeting of psychologists and social workers, simplified filing of complaint)

Tel. : 02 32 88 82 84

Rez-de-jardin, Flaubert, 37 Boulevard Gambetta, 76000 Rouen

- **Reporting cell of the Université Rouen Normandie**

You may accompany a student in a reporting procedure for the purpose of disciplinary treatment. The University of Rouen offers a cell to report violence or inappropriate behaviour.

cellule.harcelementsexuel@univ-rouen.fr

- **Listening cell of UniLaSalle Rouen**

UniLaSalle provides its students with a cell for reporting, listening and combating all forms of violence: discrimination, harassment, gender and sexual violence, homophobia, racism, etc.

signalement.rouen@unilasalle.fr

In case of emergency, contact the Head of Educational Mission and Student Life, Grégoire Boca, at 06 99 83 81 02



- **Défenseur des droits**

ROUEN (bureau BC 101, au 1er étage), the delegate, Marie-Christine VITET, can receive you by appointment on Tuesday afternoon mainly but also if necessary on Monday and Friday afternoon

marie-christine.vitet@defenseurdesdroits.fr

Tel. : 07 63 06 81 82

Délégué du défenseur des Droits, Préfecture de Seine-Maritime, 7, place de la Madeleine, 76036 Rouen



ELBEUF Maison de justice et du droit d'Elbeuf, place de la République, 76500 Elbeuf

Gérard Pallavicini

Tel. : 02 35 77 23 24

SAINT-ÉTIENNE-DU-ROUVRAY, Maison de justice et du droit de Saint-Etienne-du-Rouvray,

Place Jean Prévost 76800 Saint-Etienne-du-Rouvray

Christelle SIAB-NOUALI

Tel. : 02 32 95 40 43

- Commissariat Central de Police de Rouen

9 Rue Brisout de Barneville, 76100 Rouen, France

Tel. : 02 32 81 25 00

- Commissariat de police de Saint-Etienne-du-Rouvray,

31 Av. Olivier Goubert, 76800 Saint-Étienne-du-Rouvray, France

Tel. : 02 76 52 84 70

- Commissariat de police de Bois Guillaume

544 route de Darnétal, 76230 Bois-Guillaume, France

Tél : 02 76 52 84 00

- Maison de la Justice et du Droit

Place Alfred-de-Musset, Centre administratif du Châtelet, 76000 Rouen

The MJD welcomes you, helps you and informs you about your rights and obligations. It offers you the means to find your way through administrative and judicial channels.

Tél. : 02 35 12 29 20



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