

HEC PARIS
CHARTER OF RESPECT AND COMMUNITY LIFE

Preamble

This Charter is the result of a collective work of all stakeholders of the HEC Paris Community, which comprise student representatives, alumni/ae, school leaders, the Student Affairs and the diversity committee. It is everyone's responsibility to keep it alive.

1. Values

The Community of HEC Paris and its stakeholders recognise **diversity, inclusiveness and respect for others** as among their founding values. Students, employees, faculty, alumni/ae and school leaders support the Community in respecting and always embodying these values, on and off-campus, to ensure that these shared values constantly inspire their own actions and behaviours, both individually and in groups, both in academic and non-academic settings.

The Community respects **everyone's ideas, beliefs and words** and ensures that **free speech** is exercised having regard for its founding values and in accordance with French laws. The Community considers the physical and mental integrity of its members, a harmonious community life, the integrity of the school facilities and services and the smooth unfolding of all students' activities, including sports and events, of the utmost importance.

The Community ensures the equality of all its members, guests and visitors, and in such refuses, condemns and fights against all forms of racism, antisemitism, homo- and transphobia, xenophobia and religious intolerance and **any kind of discrimination** based on race¹, skin colour, gender, ethnic origins, nationality, age, religion and beliefs, disability, sexual orientation, gender identity, neurodiversity, political opinion or affiliation, and labour union affiliation, and any other personal characteristics and/or conditions.²

Each member of the Community who witnesses or is victim of behaviours inconsistent with the principles outlined in this Charter has the right to file a complaint with HEC Paris, in which case an inquiry and/or disciplinary proceedings will follow pursuant to HEC Paris internal regulations.

2. Awareness

The HEC Paris leaders ensure that all members of the Community are made periodically aware of these founding values through appropriate campaigns and concrete actions.

¹ HEC Paris rejects theories which attempt to determine the existence of separate human races. The use of the term "race" in this Charter does not imply an acceptance of such theories.

² The complete list of discrimination criteria in France is accessible on the official website of the French Civil Rights Defender (Defenseur des Droits): <https://www.defenseurdesdroits.fr/fr/institution/competences/lutte-contre-discriminations>.

Students and employees are made aware of the content of this Charter. This Charter will be annexed to the Student Internal Regulation and will be proposed to the employees in the context of the applicable collective labour agreements. The diversity committee of HEC Paris is engaged and active by deploying awareness campaigns as well as taking actions.

3. Responsible Behaviours and Actions

All members of the Community of HEC Paris, both individually and in group:

- a. Adopt a **benevolent attitude** towards each other and respect their consent in all activities, whether academic, non-academic, pedagogical, event-related, festive, professional, and on social networks.
- b. Respect **everyone's opinion and speech** during both academic and non-academic activities and events.
- c. Refrain from making abusive, insulting, inappropriate, rude, or coarse **language**, and to engage in sexist, discriminatory and inappropriate language or behaviour.
- d. Consistently with French laws, respect **the opinions, values and identity of others** in their diversities, whether relating to race, skin colour, gender, ethnic origins, nationality, age, religion and beliefs, disability, sexual orientation, gender identity, neurodiversity, political opinion or affiliation, and labour union affiliation, and any other personal characteristic or condition, and avoid intolerant, hateful or contemptuous language. Everyone's identity, the way they want to appear and how they want to be addressed to are also respected.
- e. Do not engage in **harassment or any sexually or morally inappropriate behaviours**, understanding the fact that the recipient of the comment and/or behaviour is solely able to judge whether the speech or act is insulting or inappropriate.
- f. Refrain from behaving in a way that, directly or indirectly, might prejudice **HEC image and reputation**.

4. Student Life

Students respect the **activities, facilities and services** of HEC Paris at all times. They avoid any behaviours that may negatively affect the school as a workplace, both in and outside the classroom.

In all contexts, each student commits to a **responsible exercise of their sexuality** and respects the sexualities, sexual orientations, opinions and desires of others at all times. Students are aware that **consent** is a material requirement for engaging in any sexual activity and respect their partner(s)' decisions in that regard.

Each student remains fully responsible of their behaviours and the actions made under the influence of alcohol or under any influence. Each student commits to a **responsible consumption of alcohol** and to never force anyone to consume alcohol against their will.

Students **help and support** each other, especially those among them who are experiencing difficulties in their academic or personal lives. Students in need rely on HEC Paris dedicated services and on the HEC Alumni Association.

Moreover, each student commits to:

- a. **Inform** the school and speak out regarding situations that they find shocking and discriminatory, inappropriate comment(s) about anyone relating to their race, skin colour, gender, ethnic origins, nationality, age, religion and beliefs, disability, sexual orientation, gender identity, neurodiversity, political opinion or affiliation, and labour union affiliation, and any other personal characteristic or condition, offensive comments, sexual harassment and moral or physical aggression.
- b. **Accompany** the victims of behaviours inconsistent with the values outlined in this Charter in filing a complaint with HEC Paris within the appropriate channels.
- c. **Check** that the victims above have access to all support services from HEC Paris (psychological, medical, legal, etc.).
- d. **Alert** the program director concerned, or a member of the faculty, and/or the persons in charge of diversity & inclusiveness at HEC Paris, if necessary.³
- e. **Inform** public emergency services and enforcement agencies (police), if necessary.⁴

Each student and student association ensures the **respect of this Charter**, whose content is systematically reminded throughout all student academic and non-academic activities, including sports and alumni/ae events.

This Charter is effective as of 1st September 2021 and since that date becomes part of HEC Paris internal regulations. Each member of the HEC Paris Community understands and commits to the content hereby enunciated and in such a way engages to observing it.

³ See the dedicated webpage for details: <https://www.hec.edu/en/overview/diversity-inclusion>.

⁴ A website is made available by the French government in this regard: www.antidiscriminations.fr.