

CHARTER FOR GENDER EQUALITY AND PROFESSIONAL PARITY

Equality of women and men is a fundamental right for all. In order to be fully realized this right must not only be legally recognized but it must be effectively exercised.

The *Imagine* Institute has been committed for several years to Gender Equality, in full compliance with the existing law.

The *Imagine* Institute emphasizes its determination to pursue a policy in favor of **professional and gender equality**, in coordination with our supervisory academic entities. This Charter aims to this ambition.

The *Imagine* Institute emphasizes more broadly its will to promote the fight against all forms of discrimination at work, through prevention, training, information and support actions.

To this end, this Charter aims to federate everyone's commitment to our objectives in this area, to fight against stereotypes and any forms of discrimination:

- Equality in **recruitment, compensation, training and career development**
- **Fair access** to positions of responsibility and promotions
- **Equitable participation** of women and men in governance bodies
- A **better balance** between working and personal lives.
- **Parenthood support**
- **Prevention** against **sexual violence, harassment and sexist acts**