



**GOVERNMENT**

*Liberty  
Equality  
Fraternity*

# # France LGBT+

**National Action Plan to Promote Equal Rights and  
Combat Anti-LGBT+ Hatred and Discrimination**

**2020-2023**







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## Equal rights, real equality

### Élisabeth Moreno, Minister Delegate to the Prime Minister for Gender Equality, Diversity and Equal Opportunities

Recognising the rights of lesbian, gay, bi and trans people and ensuring their access to real equality has been a long struggle. The decriminalisation of homosexuality in 1982, the adoption of the PACS system in 1999 and the opening of marriage and adoption to same-sex couples in 2013 are just a few landmark steps that have been taken throughout its history. These gains have not only been achieved, they have been hard won – and for some of them, the ink is barely dry.

Since this struggle has always been about consolidating our democracy and making it fairer, for the last three years the government has taken up the mantle of this cause to strengthen our values of liberty, equality, and fraternity. Due to the discrepancies between their stated rights and the rights they actually enjoy every day, lesbian, gay, bi and trans people may have felt - and may still too often feel - relegated to the margins of our society, or even invisible. This is an unacceptable reality that leaves our motto in tatters, our ideals tarnished, and in so doing erodes our republican compact. Equality should not be out of reach for some of us, nor should it be a utopian ideal. On the contrary, it should be a concrete foundation for a common destiny which we all share.

Accordingly, our commitment to this project has been driven by the desire to forge a more inclusive and protective society – a desire that now pervades the 2020-2023 National Action Plan to Promote Equal Rights and Combat Anti-LGBT+ Hatred and Discrimination, which I have the honour of presenting to you. The goal of this plan is simple: to make lesbian, gay, bi and trans people full-fledged citizens of our country.

In addition to the milestones I mentioned above, the road to equality and the recognition of rights has been paved against the backdrop of the Government Action Programme against Violence and Discrimination based on Sexual Orientation or Gender Identity, established in 2012, as well as the 2016-2019 Mobilisation Plan



against Anti-LGBT Hatred and Discrimination. At the same time, the duties of the DILCRAH were expanded in 2016 to include the fight against anti-LGBT hatred and discrimination.

Over the years, the government's strong determination to promote real, genuine equality has been accompanied by a robust legal arsenal and committed public actors working with associations in the field, which are a cornerstone of day-to-day advocacy. While this is a welcome development, there is still a long way to go toward obtaining legal recognition and access to rights for LGBT+ people, as well as their effective translation into everyday life.

Discrimination against them remains commonplace. Stereotypes are persistent, and hatred has not abated. As such, the reality of lesbian, gays, bi and trans people often remains imperfect, marked by discrimination, marginalisation and even violence. LGBT phobias of all kinds are unacceptable in France in 2020. They require constant vigilance from public officials, and stronger, more committed action from all of society more generally. Since fundamental rights cannot be divided, nor can we pick and choose which ones to respect, sexual orientation and gender identity should not be sources of discrimination in our country.

That is why, since 2017, the Government has taken action to combat anti-LGBT+ hatred. To address the resurgence of homophobic and transphobic attacks, emergency measures were taken in November 2018, in addition to those in the government action plan.

Additionally, since combating these hateful acts requires early intervention to dismantle prejudices, which are a breeding ground for LGBT phobias, I am convinced that raising awareness at a young age and throughout people's lives is one of the main battles to be fought in order to change attitudes. The Ministry of National Education is already working on this through school programmes and communication campaigns. We will continue to do so with steadfast conviction.

The government's commitment is now reflected in the 2020-2023 National Action Plan to Promote Equal Rights and Combat Anti-LGBT+ Hatred and Discrimination, which is based on four pillars:

- Recognising the rights of LGBT+ people
- Strengthening their access to rights
- Combating anti-LGBT+ hatred
- And improving their everyday lives

Through more than 150 concrete measures, some new, some only partially implemented, this plan makes recognition and genuine equality for LGBT+ people one of the top priorities of my ministry and the DILCRAH. Developed alongside other ministries and associations to ensure consistency and coordination, it also includes specific measures for the most vulnerable, invisible members of the community, as well as for our youth.

In order for these measures to have a concrete, rapid impact on the daily lives of lesbian, gay, bi or trans people, it will need the support of all government agencies, as well as local authorities, associations and the private sector, in mainland France and overseas. In other words, its success will require a collective effort to implement and monitor its progress in order to quickly obtain tangible results. The government will do its part.

More broadly, this plan reflects the government's stated desire to build a more inclusive and protective society, as seen in the upcoming extension of medically assisted procreation to lesbian couples and single women in the Bioethics Act, or the ability for

trans people to use their preferred titles and first names, which has now been made available.

Ultimately, the government's aim is to provide genuine, concrete equality to LGBT+ people – because in our country, we cannot have equality for some, but not for others. Moreover, while discrimination and hatred against LGBT+ people primarily create individual injustices, they also undermine national cohesion. In the pluralistic country we live in today, this plan therefore represents a further step towards a more united republic.

*It's up to us to make it happen – together!*



## Implementing and reviewing government action plans

### Frédéric Potier, Prefect, Interministerial Delegate for the Fight against Racism, Anti-Semitism and Anti-LGBT Hatred (DILCRAH)

Since the expansion of the DILCRAH's jurisdiction in 2016, France is one of the few European countries to have a dedicated structure for combating LGBT hatred and discrimination.



For the past four years, this structure has been leading an ambitious mobilisation plan against anti-LGBT+ hatred and discrimination, presented in late December 2016 and deployed throughout the country in March 2017. This plan, which is now coming to an end, focused on the invisible members of the LGBT+ community, who endure multiple forms of discrimination and are too often overlooked by public policy (senior citizens, inmates, trans people, LGBT+ people living in rural areas, urban policy districts, overseas territories, etc.), as well as on its local implementation by department prefects. It has been implemented with a remarkable republican continuity that I would like to highlight. The Secretary of State for Gender Equality was officially tasked with combating hatred towards lesbian, gay, bi and trans people by the Decree of 24 May 2017, and the efforts made have been strengthened under her leadership.

A budget of €1.5 million has been allocated each year since 2017 to support various actors at a national and local level, particularly associations, which provide

information, prevention, training and victim assistance, conduct communication campaigns, and organise awareness events. The DILCRAH also supports research in this area.

In January 2018, a regional network of prefectural officers was set up to combat anti-LGBT+ hatred. In each department, the prefects placed a member of the prefectural corps or a regional/departmental director in charge of leading and coordinating local initiatives to combat anti-LGBT+ hatred. These officers were tasked, inter alia, with implementing a local call for proposals, with a budget of €500,000 in 2018. On 14 February 2019, the responsibilities of the Operational Committees against Racism and Anti-Semitism (CORA) were expanded to include anti-LGBT hatred and discrimination (CORAH). This localised approach increases the relevance of the action taken by involving actors on the ground and local LGBT+ associations.

Thanks to the growing involvement of local actors, some 293 initiatives across 94 departments received support as part of a local call for proposals in 2020. These initiatives included helplines, guides on the rights of victims of anti-LGBT+ incidents, guides on the rights of trans and intersex people, school events, training modules in schools and workplaces, local LGBT+ centres, Pride Marches, LGBT+ festivals, athletic events, health prevention campaigns, research projects, etc.

At the national level, engagement was also widespread. Three years after the “Homophobia has no place in school” campaign, the Ministry of National Education and Youth and the Ministry of Agriculture and Food, which oversees agriculture schools, are continuing to take action against all forms of LGBT-phobic discrimination and violence at school.

A poster campaign launched in January 2019 (“Everyone is equal, everyone is an ally”) - which has since been supplemented by a digital campaign - aims to mobilise the entire educational community and develop solidarity with LGBT+ students. Additionally, for the first time in 2018-2019, the ministry included the topic of LGBT phobias in the national training plan and organised a seminar on the subject for managers and academic trainers. In agriculture schools, measures to prevent homophobia and transphobia are being realised as part of a plan to combat and prevent violence and discrimination, adopted in 2017.

On 15 March 2018, the Ministry of Sport launched a new campaign, “Equality: sometimes a tie is a victory”, to combat all forms of discrimination: homophobia, sexism, racism and prejudice against people with disabilities. Top athletes have been enlisted to break down barriers, change attitudes, ease dialogue and dismantle stereotypes. Through the Ministry of Sport, the Ministry of Culture and the DILCRAH, the government was also the main financial partner of Paris 2018, the organiser of the Gay Games, which took place from 4 to 12 August

2018 in Paris. The event drew more than 10,000 participants and 40,000 visitors and helped increase the visibility of LGBT+ people, while welcoming them in an open, respectful and caring environment.

On 17 May 2019, the Ministry of the Interior also organised an event to raise awareness of homophobia for its managers and diversity officers. This event was brought to a close by the Secretary of State to the Minister of the Interior. Lastly, the DILCRAH provides training and awareness on dealing with victims and investigating anti-LGBT+ incidents and hate speech at the National School of the Judiciary (initial training and in-service training), police and gendarmerie schools (gendarmes and gendarmerie officers), as well as the National Higher Institutes for Teaching and Education (INSPE).

A lot has been done. But much remains to be done as well. That is the purpose of this new plan, led by Elisabeth Moreno, Minister Delegate to the Prime Minister for Gender Equality, Diversity and Equal Opportunities.



## A public strategy to promote equal rights and combat hatred and discrimination

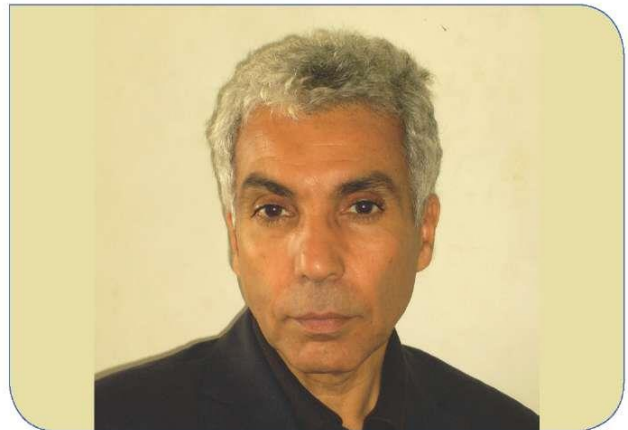
**Smaïn Laacher, Professor of Sociology, Chair of the Scientific Advisory Board to the DILCRAH**

Not so long ago, the issues of homosexuality and trans identities were taboo, and intolerance towards them was widely shared. Even today, too many countries and regions in the world not only criminally punish homosexuality, but also executive homosexuals – the logical endpoint of hatred.

In France, and in Europe more broadly, after waves of protest and struggle, heteronormativity – or to use another term, heteronormality – has slowly but surely made way for other forms of loving and being loved, for other types of sexual attachment and sexuality.

At least since the 1970s, French society has undergone a profound transformation, upending traditions and identities in the process. An IFOP study published in June 2019 speaks to this trend: “in 2019, 85% of French people considered homosexuality to be one way of expressing one’s sexuality like any other, compared to 24% in 1975”. It is easy to see how far we have come. But this tolerance does not magically erase violence against LGBT+ people. According to figures from the Ministry of the Interior, in 2019 there were “1,870 victims of homophobic or transphobic acts”. More recently, during the lockdown, public officials and anti-homophobia associations were greatly concerned by the increase in all forms of violence (verbal abuse, physical violence, innuendo, incitement, etc.) against LGBT+ people, who may live in close quarters with family members that deny their identities, or have difficulty accessing hormones due to the lockdown. The lockdown did not suddenly bring this violence into existence; it increased, intensified and publicly exposed it.

One would think that the sexual, social and cultural acceptance of LGBT+ people would result in a



stronger clampdown on violence against them. In spite of the progress made in training law enforcement officials, there is still a long way to go. Only 20% of victims of LGBT-phobic acts file complaints, an alarming observation should be viewed in light of the community's distressing tendency toward suicide. Indeed, homosexuals and bisexuals have an average risk of suicide four times higher than the general population, and trans people seven times higher than the rest of the population. One of the fundamental challenges here is to establish trust between this part of the French population and our institutions, first and foremost the justice system and the police.

Much remains to be done – not just to counter physical violence, but also to combat discrimination in all its forms. The actions and measures taken in this National Action Plan offer encouraging prospects that will result in concrete gains founded on a better understanding of the difficulties faced by LGBT+ people.



## Statistics and measurements of anti-LGBT+ hatred

- **1,870 victims** of homophobic or transphobic acts were recorded by the Ministry of the Interior in 2019
- **1,899 LGBT-phobic acts** were reported to SOS Homophobie in 2019, including **237 cases** of physical assault
- **55% of LGBT+ people** have experienced anti-LGBT+ acts in their lifetime, **17%** in the last twelve months (IFOP survey for the Jasmin Roy Foundation, in partnership with the Jean Jaurès Foundation and the DILCRAH, 2019)
- **14% of LGBT+ people** have been physically and/or sexually assaulted in the last five years due to their sexual orientation and/or gender identity (FRA, 2020). This figure is **22%** for trans and intersex people.
- **20% of victims** of LGBT-phobic acts file a complaint (IFOP survey for the Jasmin Roy Foundation, in partnership with the Jean Jaurès Foundation and the DILCRAH, 2019)
- Homosexuals and bisexuals have an average risk of suicide **4 times higher** than the general population, and trans people **7 times higher** than the rest of the population (INPES, 2014).
- **85% of French people** consider homosexuality to be one way of expressing one's sexuality like any other, compared to **24%** in 1975 (IFOP survey for the Jasmin Roy Foundation, 2019)

- **39% of French people** think that a person's gender (male or female) is biologically determined at birth and that people who want to change it have a psychological problem (IFOP survey for the Jasmin Roy Foundation, 2019).
- **83% of French people** believe that a homosexual couple is capable of parenting as well as a heterosexual couple (IFOP survey for the Jasmin Roy Foundation, 2019)
- **One in four LGBT+ people** have been a victim of at least one LGBT-phobic attack in the workplace (Autre Cercle-IFOP LGBT+ Survey 2020)



## France ranked 3rd among OECD countries in terms of legal inclusion of LGBT+ people

In 2019, France was ranked 3rd among OECD countries in terms of LGBT-inclusive laws. With an average of about 74%, it was placed just behind Canada and Portugal.





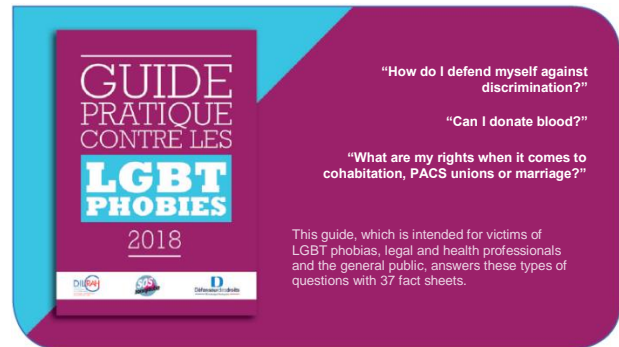
## What is anti-LGBT+ hatred?

Anti-LGBT+ hatred means any manifestation of contempt, aversion or hatred towards a person or group of persons because of their real or perceived sexual orientation or gender identity. It can take many forms, from mockery or physical/sexual violence, to insults, defamation, threats, outing, incitement to discrimination, hostility or violence, harassment, discrimination, and even murder.

- Sexual orientation refers to an emotional and/or sexual attraction to people of the same sex (homosexuality), the opposite sex (heterosexuality) or to both sexes (bisexuality).
- Gender identity refers to the gender to which a person feels they belong. This may or may not match the sex to which they were assigned at birth (trans people). A trans person may initiate a medical transition and/or a civil registration process in order to align themselves with their gender identity.
- Intersex people are born with both male and female sexual characteristics (genital, gonadal or chromosomal) and may be victims of transphobia and homophobia.

Anti-LGBT+ hatred and LGBT phobias (lesbophobia, gayphobia, biphobia and transphobia) cover different situations depending on the target groups.

Gayphobia is a form of homophobia that specifically affects men. Although it is primarily aimed at gay and bisexual men, it can also affect heterosexual men who are perceived as homosexual. Gay men may be targets of physical aggression or devalued by stereotypes linked to feminisation and hypersexualisation.



Lesbophobia is another form of homophobia which targets women and crosses over into sexism. These women may be lesbians, bisexuals or heterosexuals perceived as homosexual. Lesbophobia may have the particular effect of rendering lesbian sexuality invisible or non-existent: half of lesbians never or hardly ever talk about their sexual orientation with their families, and refuse to hold hands or kiss in public (SOS Homophobie, 2015). According to a May 2020 study by the Fundamental Rights Agency (FRA), 70% of lesbians avoid holding hands in public due to fear of harassment.

Biphobia is a feeling of aversion, contempt or hatred toward people or behaviour associated with bisexuality. It manifests in distinct ways, such as the denial of bisexuals' existence. Bisexual people who have same-sex partners are often perceived as homosexual, and also experience gayphobia and lesbophobia.

Lastly, transphobia refers to a feeling of aversion, contempt or hatred toward people or behaviour associated with trans identities, i.e. genders perceived as non-conforming. It is distinguished by the prevalence of physical aggression and discrimination. The suicide rate is seven times higher among trans people than among the general French population.





## **Four pillars**

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### **Pillar 1**

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**Recognising the rights of LGBT+ people**

### **Pillar 2**

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**Enabling access to rights for LGBT+ people**

### **Pillar 3**

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**Combating anti-LGBT+ discrimination, violence and hatred**

### **Pillar 4**

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**Improving the daily lives of LGBT+ people**





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# 1 Working together to promote equal rights and combat discrimination throughout the country

The government is committed to combating LGBT phobias throughout the country on both a national and local level, both in metropolitan France and in overseas territories.

This commitment is realised in close collaboration with various associations.

Through its role in steering public policies and as an employer, the government must continue its effort to combat LGBT phobias and include LGBT+ people.

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>1. Launch government communication campaigns</b></p>	<p>Continue pursuing ministerial campaigns against LGBT+ hatred and discrimination throughout the year:</p> <p>→ <i>All Ministries</i></p>	<p>Launch a communication campaign in 2021:</p> <p>→ <i>French Public Health Agency</i></p>
<p><b>2. Support communication campaigns led by associations</b></p>	<p>Fund communication campaigns:</p> <p>→ <i>DILCRAH</i></p>	<p>Expand awareness-raising to combat serophobia:</p> <p>→ <i>DILCRAH, Min. of Solidarity and Health</i></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>3. Steer public policy to combat anti-LGBT+ hatred and discrimination at the local level</b></p>	<p>Evaluate the possibility of expanding the Operational Committees against Racism and Anti-Semitism (CORA) to cover anti-LGBT hatred (CORAH) in each department:</p> <p>→ <i>Min. of the Interior</i></p> <p>Expand local plans developed with local authorities to cover anti-LGBT+ hatred and discrimination:</p> <p>→ <i>DILCRAH, ANCT</i></p>	<p>Annually review the progress of the CORAH:</p> <p>→ <i>Min. of the Interior</i></p> <p>Train the prefectural corps on LGBT+ issues:</p> <p>→ <i>Min. of the Interior, DILCRAH</i></p> <p>Appoint “LGBT+ rights” officers to education boards and public prosecutors’ offices:</p> <p>→ <i>MENJS, Min. of Justice</i></p>
<p><b>4. Support association projects in all localities</b></p>	<p>Fund national association projects, as well as local association projects via local calls for proposals:</p> <p>→ <i>DILCRAH</i></p> <p>Ensure better dissemination of the DILCRAH call for proposals in overseas territories:</p> <p>→ <i>MOM</i></p>	<p>Increase funding, including core funding, particularly for LGBT+ centres that mainly provide support for LGBT+ people:</p> <p>→ <i>DILCRAH</i></p> <p>Support Pride Marches all over the country:</p> <p>→ <i>DILCRAH</i></p>
<p><b>5. Foster better inclusion of LGBT+ people and incorporate measures to combat anti-LGBT+ hatred and discrimination in the civil service</b></p> 	<p>Encourage government agencies to make it easier to use preferred titles and first names in non-official documents:</p> <p>→ <i>All Ministries, MTFP</i></p> <p>Encourage local and national public agencies, public hospitals and public companies to sign the Diversity Label and L’Autre Cercle’s LGBT+ Charter:</p> <p>→ <i>All Ministries, MTFP</i></p> <p>Pursuant to the Civil Service Transformation Act, expand the implementation of discrimination reporting and management systems to all government agencies, while ensuring that LGBT phobias are taken into account:</p> <p>→ <i>All Ministries, MTFP</i></p>	<p>Raise awareness of LGBT+ issues among AFNOR auditors and incorporate ministerial LGBT+ associations into their audits:</p> <p>→ <i>MTFP, Ministry of Labour, Employment and Professional Integration</i></p> <p>Review referrals made by integrated LGBT-phobia and serophobia reporting systems in the unified social reports:</p> <p>→ <i>MTFP</i></p> <p>Foster the inclusion of people living with HIV in the civil service:</p> <p>→ <i>All Ministries</i></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>6. Train civilian and military civil servants and prevent LGBT-phobic discrimination against users of public services.</b></p>	<p>Continue to adapt administrative forms to include same-sex families:  <b>→ All Ministries</b></p> <p>Encourage government agencies to make it easier to use preferred titles and first names in non-official documents:  <b>→ All Ministries</b></p> <p>Increase the dissemination of awareness materials (e.g. DGAFP pamphlets on homophobia and transphobia in the civil service, guides on gender change and trans identities from the Ministry of the Armed Forces, guides on anti-LGBT phobias from the Ministry of the Interior, guides on gender change and showing respect to trans people from the Ministry of Culture, etc.):  <b>→ All Ministries, MTFP</b></p> <p>Develop training on LGBT phobias in the IRAs:  <b>→ All Ministries, MTFP</b></p> <p>Continue initial and in-service training for public officials and members of the public tender board, particularly via the CNFPT and the RESP:  <b>→ MTFP</b></p>	<p>Train senior civil servants assigned to national or local governments and hospitals (ENA, INET, ENAP, EHESP, IH2EF, military schools, senior executives):  <b>→ DILCRAH, Min. of Solidarity and Health</b></p>

## 2 *Recognising LGBT+ rights to privacy and family life and making them accessible*

In May 2013, marriage and adoption were opened to same-sex couples. In accordance with the commitments made by the President of France, Emmanuel Macron, medically assisted procreation (MAP) will be open to all women under the Bioethics Act.

The challenge now is to better account for the variety of family types in everyday life, to ensure that all families enjoy genuine equality.

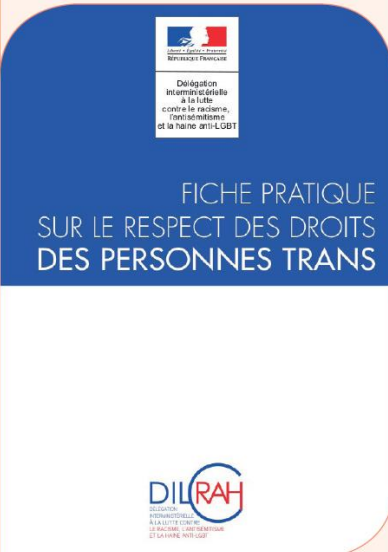
ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>7. <i>Ensure that all families enjoy equal rights</i></b></p>		<p>Open medically assisted procreation (MAP) to female same-sex couples and single women, with an acknowledgement of parentage, under the Bioethics Act.</p> <p>→ <i>Min. of Solidarity and Health, Min. of Justice</i></p> <p>Facilitate parental recognition for social mothers of children born before the adoption of the Bioethics Act:</p> <p>→ <i>Min. of Solidarity and Health, Min. of Justice</i></p>



ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>8. Take into account the variety of different family types throughout the country</b></p>	<p>Using communication tools and best practice guides, educate childcare professionals (nurseries, day-care centres, childcare providers, social workers, etc.) about the need to take into account all family types:</p> <p>→ <i>Min. of Solidarity and Health</i></p>	<p>Modernise family councils and ensure the implementation of the July 2019 Ethics Code for members of the Family Council for Wards of the State, in light of the recommendations of the Limon-Imbert parliamentary report on adoption:</p> <p>→ <i>Min. of Solidarity and Health, Min. of Justice</i></p> <p>Raise awareness at the child welfare offices of the Departmental Councils, which issue adoption licences, as well as the Family Councils for Wards of the State, to teach them how to avoid discrimination against same-sex and/or transgender couples:</p> <p>→ <i>Min. of Solidarity and Health, Min. of Justice</i></p> <p>Train magistrates to avoid discrimination against same-sex and trans families:</p> <p>→ <i>Min. of Justice</i></p>

### 3 *Enabling access to health care for LGBT+ people, combating discrimination based on health status and assessing the requirements for blood donation by men who have sex with men*

LGBT-phobic and serophobic prejudices and stereotypes still too often hinder people from receiving the care they need. Fostering greater awareness through studies and training will allow health care professionals to better account for the specificities of the LGBT+ community.

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>9. Take into account the specificities and diversity of LGBT+ people in health care</b></p> 	<p>Incorporate a module into the training received by health care professionals to teach them how to provide care to LGBT+ people:</p> <p>→ <i>Min. of Solidarity and Health</i></p> <p>Support the development of special surveys, guides and pamphlets on lesbian health care:</p> <p>→ <i>Min. of Solidarity and Health</i></p> <p>Support research on health care for trans and intersex people and facilitate data accessibility:</p> <p>→ <i>Min. of Solidarity and Health</i></p> <p>Include LGBT+ people in national campaigns against suicide:</p> <p>→ <i>Min. of Solidarity and Health</i></p>	<p>Conduct a survey on the impacts of LGBT phobias on LGBT+ health:</p> <p>→ <i>DILCRAH</i></p> <p>Provide medical care, including gynaecological care, that is appropriate and respectful toward lesbians and bisexual women:</p> <p>→ <i>Min. of Solidarity and Health</i></p> <p>Provide appropriate and respectful medical care related to MAP now that it is set to be open to all women:</p> <p>→ <i>Min. of Solidarity and Health</i></p> <p>Initiate discussion at the High Health Authority (HAS) on how to provide care that respects the rights of trans people in their transition process:</p> <p>→ <i>Min. of Solidarity and Health</i></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>10. Achieve recognition for the rights of intersex people</b></p>	<p>Encourage discussion on the effective implementation of the rights of intersex people and train medical professions in these issues:</p> <p>→ <i>Min. of Solidarity and Health, DILCRAH</i></p>	<p>Implement the provisions of the upcoming Bioethics Act on intersex people and ensure they are properly enforced throughout the country:</p> <p>→ <i>Min. of Solidarity and Health, Min. of Justice</i></p>
<p><b>11. Combat serophobia</b></p>	<p>Re-launch campaigns to combat HIV/AIDS and other sexually transmitted infections, particularly among MSMs, transgender people, youth and seniors:</p> <p>→ <i>Min. of Solidarity and Health</i></p> <p>As part of the National Strategy for Sexual Health roadmap, which is already underway at public health facilities throughout France, including overseas territories, educate medical professions about the need for health care professionals to avoid discrimination against people living with HIV:</p> <p>→ <i>Min. of Solidarity and Health</i></p> <p>Continue recording serophobic incidents (watch groups, hotlines, etc.) and measure the extent of discrimination (particularly economic):</p> <p>→ <i>Min. of Solidarity and Health, DILCRAH</i></p>	<p>Educate all medical professions about the need for health care professionals to avoid discrimination against people living with HIV:</p> <p>→ <i>Min. of Solidarity and Health</i></p> <p>Work to ensure that the banking and insurance sectors provide better claims management for people living with HIV:</p> <p>→ <i>Min. of Solidarity and Health, Ministry of the Economy, Finance and Economic Recovery</i></p>
<p><b>12. Assess restrictions on blood donations for MSMs</b></p>	<p>Continue reviewing blood donor selection criteria for MSMs, after the introduction of the new criterion in April 2020 (a four-month deferral period):</p> <p>→ <i>Min. of Solidarity and Health</i></p>	<p>Assess the impact of this new criterion with the support of the relevant agencies, and organise consultations with stakeholders to change the deferral period for MSM blood donation through regulations, in accordance with the recommendations of public health officials:</p> <p>→ <i>Min. of Solidarity and Health</i></p>


# 4 Combating hate crimes and hate speech

Awareness of hate crimes and hate speech needs to be escalated, as does the fight against online hate.

Care for victims of LGBT phobias can be improved by providing training and creating networks of specialists.

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>13. Gain better insight into anti-LGBT+ incidents and how they are dealt with</b></p>	<p>Publish an annual statistical review of incidents targeting LGBT+ people broken down by type of incident, taking into account the characteristics of the victims:</p> <p>→ <i>Min. of the Interior</i></p> <p>Support association surveys targeting specific groups (lesbian, bi, trans, intersex, etc.):</p> <p>→ <i>DILCRAH</i></p>	<p>Distribute a mobile application to report incidents and provide information on victims' rights:</p> <p>→ <i>DILCRAH</i></p> <p>Publish an annual review of the criminal consequences of anti-LGBT+ incidents:</p> <p>→ <i>Min. of Justice</i></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>14. Provide better support, assistance and information to victims of anti-LGBT+ incidents</b></p>	<p>Continue training and raising awareness on the judicial treatment of hate speech and hate incidents at police and gendarmerie schools and at the ENM:</p> <p>→ <i>Min. of the Interior, Min. of Justice</i></p> <p>Support hotlines, emergency lines and referral lines throughout the country:</p> <p>→ <i>Min. of the Interior, DILCRAH, MOM</i></p> <p>Distribute documents that specifically address assistance for LGBT+ people, particularly trans people (support, judicial treatment, pat-downs and searches, police custody or detention facilities), as well as the treatment of anti-LGBT+ hate incidents at police stations and gendarmerie brigades:</p> <p>→ <i>Min. of the Interior</i></p> <p>Develop training for legal assistance officers and community justice centres:</p> <p>→ <i>Min. of Justice</i></p>	<p>Develop a network of specialists or “police/gendarmerie” support services based on the model being tested in Paris, Marseilles and Bordeaux:</p> <p>→ <i>Min. of the Interior</i></p> <p>Develop in-service training for specialists on how to handle victims of anti-LGBT+ incidents in police stations, gendarmerie brigades and anti-discrimination units in public prosecutor’s offices:</p> <p>→ <i>Min. of the Interior, Min. of Justice</i></p> <p>Expand the Sexual and Gender-Based Violence platform to include anti-LGBT+ hatred:</p> <p>→ <i>Min. of the Interior</i></p> <p>Promote the establishment of new legal assistance centres in overseas territories and ensure that an LGBT+ officer is present in each public service centre:</p> <p>→ <i>MOM</i></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>15. Improve procedures for reporting hate content on the Internet and social media</b></p>	<p>Increase the number of reports made to public prosecutors under Article 40 of the Code of Criminal Procedure:                      → <b>DILCRAH</b></p> <p>Structure dialogue between public officials, platforms and associations combating hatred on the Internet:                      → <b>Digital Sec., DILCRAH</b></p> <p>Ensure better visibility for the PHAROS reporting platform:                      → <b>Min. of the Interior</b></p> <p>Support online counter-narratives for equal rights and LGBT+ people:                      → <b>DILCRAH</b></p>	<p>Highlight the use of homophobic and transphobic motives as criteria for reporting illegal content on social media and PHAROS:                      → <b>Min. of the Interior</b></p> <p>Support testing operations on social media:                      → <b>DILCRAH</b></p> <p>Incorporate the specificities of anti-LGBT+ hatred into the new online hate watch group by involving LGBT+ associations:                      → <b>CSA, DILCRAH</b></p>
		
<p><b>16. Combat so-called “conversion” therapies</b></p>		<p>Adopt appropriate measures to combat and penalise so-called “conversion” therapies:                      → <b>Min. of Solidarity and Health, Min. of Justice</b></p>

# 5 Promoting inclusive education and reducing prejudices

Schools today must be the primary target for LGBT-phobia awareness and prevention. Measures to combat homophobia and transphobia are included in school curricula.

The aim is to combat LGBT phobias, while also promoting inclusive education, where LGBT+ staff and students are fully taken into consideration.

This societal inclusion is also being realised by providing visibility to LGBT+ people through research, media, culture and remembrance initiatives.

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>17. Train educational staff to provide them with a good understanding of the framework for combating homophobia and transphobia and the associated resources.</b></p>	<p>Develop initial and in-service training for teaching staff, education personnel (CPEs and AEDs) and medical social workers (school doctors, nurses and social workers) on preventing and combating LGBT phobias and fostering inclusion for LGBT+ students (INSPE, IH2EF, PAF, PNF):                      → <b>MENJS, MESRI, MAA</b></p> <p>Train community education volunteers on how to prevent and combat discrimination:                      → <b>MENJS</b></p> <p>Continue and strengthen the production of data on LGBT phobias in schools (victimisation and school climate surveys, SIVIS surveys):                      → <b>DILCRAH, MENJS</b></p>	<p>Create a dedicated website, “Educating against LGBT phobias”, modelled on the website “Educating against racism and anti-semitism”:                      → <b>MENJS, DILCRAH</b></p> <p>In each school district, create an LGBT+ hate watch group involving MENJS departments and associations:                      → <b>MENJS</b></p> <p>Publish an updated LGBT-phobia guide for higher education and research institutions:                      → <b>MESRI</b></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>18. Raise student awareness</b></p> 	<p>Continue running campaigns (posters, pamphlets, internet spots, etc.) to combat homophobic and transphobic violence and harassment and foster inclusion for LGBT+ students:</p> <p>→ <b>MENJS, MESRI</b></p> <p>Support associations working in schools and universities (accreditation, financial support, recruitment of volunteers), counselling services for young people, and community education federations:</p> <p>→ <b>MENJS, MESRI</b></p>	<p>Take action with the CNVL, CAVLs, CVLs and CVCs, for example using the booklet “My CVC is committed to promoting equality and diversity and combating gender-based discrimination and violence”:</p> <p>→ <b>MENJS</b></p> <p>Take specific action in agriculture schools, in conjunction with representatives from the CNDEEAP, and in institutions under the authority of the Min. of the Armed Forces:</p> <p>→ <b>MAA, Min. of the Armed Forces</b></p>
<p><b>19. Include LGBT+ students</b></p>	<p>Ensure that all administrative forms are modified to account for the variety of different family types:</p> <p>→ <b>MENJS, MESRI</b></p> <p>In order to provide clear and reassuring answers, take into account the situation of trans minors and their families, as well as possible options for recognition and accommodation, outside of any change in civil status:</p> <p>→ <b>MENJS, MESRI</b></p> <p>Enable recognition of the gender and preferred first names used by trans students during their schooling (student cards, library cards, attendance sheets, transcripts, email addresses, etc.):</p> <p>→ <b>MENJS, MESRI</b></p> <p>Encourage librarians to acquire children’s books that include and shine a light on the variety of different sexual orientations, gender identities and families:</p> <p>→ <b>MENJS</b></p>	<p>Raise awareness among educational staff in schools and educational institutions about the need to welcome LGBT+ students, as well as students and parents from same-sex families:</p> <p>→ <b>MENJS</b></p> <p>Develop a guide for all staff on how to welcome trans students, particularly when it comes to using preferred titles and first names:</p> <p>→ <b>MENJS, MESRI</b></p> <p>Work with parents’ federations to combat LGBT phobias and foster inclusion for LGBT+ people and same-sex families:</p> <p>→ <b>MENJS, DILCRAH</b></p> <p>Raise awareness among textbook publishers in order to include and shed a light on the variety of different sexual orientations, gender identities and families:</p> <p>→ <b>MENJS, DILCRAH</b></p>



ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>20. Combat LGBT phobias among young people</b></p>	<p>Support initiatives in junior and senior secondary schools (“Alliances”, etc.), including by assisting students elected to the CVCs/ CVLs (resources, recognition, validation, etc.) as well as student associations:</p> <p>→ <b>MENJS, MESRI</b></p> <p>Develop, disseminate and enforce ethical charters in public and private schools providing cultural education (100 higher education art schools, video game and digital design schools, journalism schools):</p> <p>→ <b>MC</b></p>	<p>Launch an awareness campaign involving all ministries responsible for schools and higher education institutions, in order to send a strong and unique message to all young people:</p> <p>→ <b>MENJS, MESRI, MC, MAA, MTFP, Min. of the Armed Forces</b></p> <p>Develop and pursue awareness campaigns to combat suicide among LGBT+ youth, highlight allies, and promote messages of inclusion, diversity, visibility and solidarity:</p> <p>→ <b>MENJS, MESRI, MC, MAA, MTFP, Min. of the Armed Forces</b></p> <p>Raise awareness among parenting support groups about LGBT phobias and the variety of different family types:</p> <p>→ <b>Min. of Solidarity and Health, CNAF</b></p> <p>Raise awareness among young people in the General National Service (SNU) about LGBT phobias and the need to include LGBT+ youth.</p> <p>→ <b>MENJS</b></p> <p>Support the organisation of an international youth conference to foster inclusion for LGBT+ people:</p> <p>→ <b>MENJS, MEAE, DILCRAH</b></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>21. Promote LGBT+ issues in research</b></p>	<p>Maintain DILCRAH funding for thesis projects (three-year doctoral contracts) that promote a better understanding of LGBT phobias:</p> <p>→ <b>DILCRAH</b></p> <p>Support specialised research projects (trans, intersex, health care, etc.):</p> <p>→ <b>DILCRAH</b></p>	<p>Create a university chair devoted to combating anti-LGBT+ hatred:</p> <p>→ <b>DILCRAH</b></p> <p>Promote and raise awareness among overseas communities about overseas cultures that foster inclusion for LGBT+ people, notably using the overseas chair for Sciences Po:</p> <p>→ <b>MOM</b></p>
<p><b>22. Promote LGBT+ visibility</b></p>	<p>Encourage action related to 17 May, the International Day Against Homophobia and Transphobia:</p> <p>→ <b>All Ministries</b></p>	<p>Support Pride Marches that were postponed to 2020, along with related events (for example, the two-week pride festival <i>Quinzaine des Fiertés</i>):</p> <p>→ <b>MC, DILCRAH</b></p>
<p><b>23. Promote LGBT+ visibility in remembrance initiatives</b></p>	<p>Support LGBT+ remembrance associations (commemorations, conferences, exhibitions, historical works, etc.):</p> <p>→ <b>Min. of the Armed Forces, MC, DILCRAH</b></p> <p>Support the construction of a monument to honour those deported for homosexuality during World War II and the victims of LGBT phobias:</p> <p>→ <b>Min. of the Armed Forces, MC</b></p> <p>Support initiatives to safeguard and enhance LGBT+ archives:</p> <p>→ <b>MC, DILCRAH</b></p>	

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>24. Promote LGBT+ visibility in cultural events and institutions in each locality</b></p> 	<p>Support LGBT+ culture festivals (film, theatre, photography, etc.):</p> <p>→ <b>MC, DILCRAH</b></p> <p>Incorporate the issues of diversity in sexual orientation and gender identity into the programmes for cultural institutions and industries:</p> <p>→ <b>MC</b></p> <p>Support the organisation of an LGBT+ Pride Ball:</p> <p>→ <b>MC, DILCRAH, MENJS</b></p>	<p>Facilitate the support provided by the National Film Centre (CNC) for LGBT+ film festivals:</p> <p>→ <b>MC</b></p> <p>Raise awareness about LGBT phobias in educational institutions that provide cultural instruction (music, dance and drama conservatories, art schools, architecture schools, La Fémis, etc.):</p> <p>→ <b>MC</b></p> 
<p><b>25. Promote LGBT+ visibility in the media</b></p>	<p>Train journalism school students to avoid discriminatory treatment of LGBT+ issues:</p> <p>→ <b>DILCRAH</b></p> <p>Increase reporting to the CSA on anti-LGBT+ hate speech and hate incidents in the audiovisual industry:</p> <p>→ <b>DILCRAH</b></p>	<p>Conduct a study on LGBT+ representation in the media:</p> <p>→ <b>DILCRAH, CSA</b></p>

## 6 *Fostering an inclusive and respectful environment in sport*

Sport is a powerful vehicle for equality and diversity.

Awareness, training and punishment, if necessary, are the three main mechanisms that can help combat LGBT phobias in sport and promote an inclusive athletic experience.

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>26. <i>Better understand, identify and penalise anti-LGBT+ incidents in sport</i></b></p>	<p>Continue to support surveys and studies on LGBT phobias in sport:</p> <p>→ <i>Min. of Sport, DILCRAH</i></p> <p>Extend the principles of the 2010 Charter Against Homophobia in Sport by requiring stronger commitments from sport federations to receive approval from the Ministry of Sport:</p> <p>→ <i>Min. of Sport</i></p> <p>Produce materials to better identify the legal consequences of hateful and discriminatory behaviour toward LGBT+ people, and the stance that all stakeholders (fans, players, coaches, parents, managers, referees, federations, leagues and clubs) are expected to take toward this behaviour:</p> <p>→ <i>Min. of Sport</i></p> <p>Strengthen the involvement of the relevant stakeholders to ensure that penalties are systematically imposed for hateful and discriminatory anti-LGBT+ behaviour:</p> <p>→ <i>Min. of Sport</i></p> <p>Organise a conference on sexist and homophobic insults in sport and sport venues:</p> <p>→ <i>Min. of Gender Equality, Diversity and Equal Opportunities, DILCRAH, Min. of Sport</i></p>	<p>Define indicators for LGBT phobias that are to be included in the national strategy that each government-approved sports federation is required to adopt to preserve the values of the Republic:</p> <p>→ <i>Min. of Sport</i></p> <p>Strengthen support for victims of anti-LGBT+ hatred by ensuring that everyone active in sport is more familiar with the recognised mechanisms and organisations:</p> <p>→ <i>Min. of Sport</i></p> <p>Distribute practical tools to public prosecutors to ensure that articles L332-6, L332-11 and L332-16 of the Sport Code are better enforced against hateful anti-LGBT+ behaviour in sport venues:</p> <p>→ <i>Min. of Justice</i></p> <p>Support the creation of labels to combat LGBT phobias, in particular the FIER Sport label initiated by the FIER Foundation:</p> <p>→ <i>Min. of Sport, DILCRAH</i></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>27. Train and educate stakeholders in the sport community</b></p>	<p>Carry out campaigns to prevent LGBT phobias and promote and encourage respect for diversity (posters, Internet spots, videos, etc.), while involving all key stakeholders in LGBT-phobia prevention:</p> <p>→ <i>Min. of Sport</i></p> <p>Educate and train stakeholders in the sport community (sport instructors, club managers, federations, professional leagues, training centres, youth training schools, fans, school sport programmes, sport halls) to combat LGBT phobias and foster inclusion for LGBT+ people (e.g. preventing the risk of dropping out of sport by raising awareness on the consequences of discriminatory treatment, incitement to discrimination, or an environment of discriminatory harassment):</p> <p>→ <i>Min. of Sport</i></p> <p>Develop a prevention-related training module on “violence and discrimination” in order to help sport stakeholders and ministry officials better understand anti-LGBT+ hatred and discrimination:</p> <p>→ <i>Min. of Sport</i></p>	<p>Set up initial and in-service training for Ministry of Sport staff, including schools and institutions (with an action plan based on L’Autre Cercle’s LGBT+ Charter):</p> <p>→ <i>Min. of Sport</i></p> <p>Mobilise the newly created network of “ethics and integrity officers”, who serve as the contact point for all policies to prevent violence and discrimination, as well as the contact point for affiliated clubs, which may refer to them in the event of any difficulties:</p> <p>→ <i>Min. of Sport</i></p> <p>Include the topics of prevention and treatment of anti-LGBT+ hatred and discrimination in the ethics codes of sport federations, and request an annual activity report from the ethics and professional conduct committee on reported anti-LGBT+ incidents and the relevant action taken:</p> <p>→ <i>Min. of Sport, CNOSF, CPSF</i></p>



ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>28. Include LGBT+ people in sport</b></p> 	<p>Support LGBT+ athletic associations, inclusive sporting events, as well as partnerships with federations and professional leagues:</p> <p>→ <i>Min. of Sport, DILCRAH</i></p> <p>Provide sport federations and professional sport leagues with the 2016 “Trans in Athletics” Charter, developed by the associations FSGL, Acceptess-T and Outrans to foster inclusion for trans people in athletics, and release it on the ministry’s website.</p> <p>→ <i>Min. of Sport</i></p> <p>Organise specialised training courses on cultivating a welcoming athletic community for LGBT+ people who are overexposed to anti-LGBT+ incidents (trans people, LGBT+ seniors, people living with HIV, etc.):</p> <p>→ <i>Min. of Sport, DILCRAH</i></p>	<p>Strengthen the inclusion of LGBT+ people in the 2024 Olympic and Paralympic Games (create an “LGBT+ Pride House”, appoint an “anti-LGBT+ hatred” officer to the Organising Committee for the Olympic and Paralympic Games (OCOPG), draft an anti-discrimination charter to be signed by each spectator and supplier, train OCOPG volunteers and employees, help increase the visibility of LGBT+ athletes and show a wider variety of couples in communication campaigns for the games (starting now), release an international communication campaign on accommodating LGBT+ people):</p> <p>→ <i>Min. of Sport, Paris 2024 Organising Committee for the Olympic and Paralympic Games</i></p> <p>Foster inclusion in sport venues and modify the bylaws of athletic clubs to respect gender identity:</p> <p>→ <i>Min. of Sport</i></p>

# 7 *Fostering inclusion and combating discrimination in the workplace*

The workplace is no stranger to LGBT phobias. LGBT+ people may endure hatred and discrimination, which hinders their access to employment and harms their careers and their well-being.

Educating employers to do a better job of including LGBT+ workers promotes inclusion in their everyday lives.

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>29. Raise awareness about LGBT phobias in the workplace</b></p>	<p>Design a training course for labour inspectors using a special module to address discrimination based on sexual orientation and gender identity:</p> <p>→ <i>Min. of Labour, Employment and Professional Integration</i></p> <p>Increase awareness campaigns aimed at managers and human resources officers (pamphlets, guides, online tools, workshops, etc.):</p> <p>→ <i>Min. of Labour, Employment and Professional Integration</i></p> <p>Encourage companies to sign and implement L'Autre Cercle's LGBT+ Charter:</p> <p>→ <i>Min. of Labour, Employment and Professional Integration</i></p>	<p>Raise awareness among employee unions and employer associations:</p> <p>→ <i>DILCRAH</i></p> <p>Incorporate LGBT+ issues into the employment office's activities:</p> <p>→ <i>Min. of Labour, Employment and Professional Integration</i></p> <p>Raise awareness among the various stakeholders at the Apprentice Training Centres (CFAs):</p> <p>→ <i>Min. of Labour, Employment and Professional Integration, MENJS</i></p>

## LGBT+ Charter\*

autre cercle



diversity and inclusion

### 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

- a) 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.
- b) 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.
- c) 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.
- d) 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

- a) Ensure that internal regulations and procedures do not either discriminate, or facilitate discrimination, based on sexual orientation or sexual identity.
- b) 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.

- c) 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

- a) Ensure a visible commitment by leadership against any discriminatory behaviour towards LGBT+ people.
- b) Work together with employee representatives.
- c) Explicitly integrate LGBT+ concerns into listening structures and anti-discrimination reporting, and promote these services internally.
- d) 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

- a) Create and promote tools to measure the effectiveness of actions taken
- b) Participate in meetings to facilitate the sharing of best practices and progress.
- c) Communicate LGBT+ best practices and commitments outside the company, organisation or public body (for example: signing the LGBT+ Charter, speaking at HR symposia).
- d) 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.

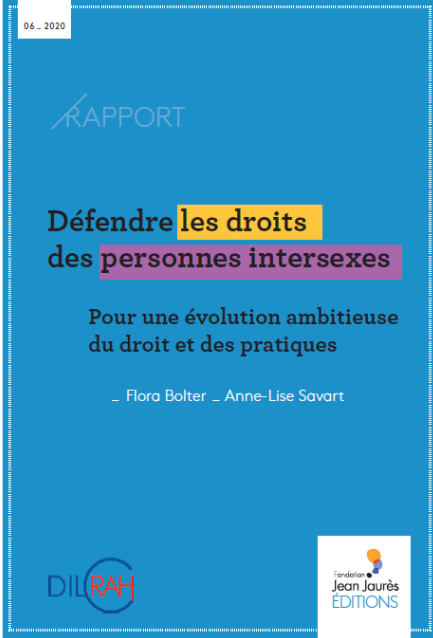
[www.autrecercle.org](http://www.autrecercle.org)




ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>30. Include LGBT+ employees in business settings</b></p>	<p>Support LGBT+ employee associations:</p> <p>→ <i>Min. of Labour, Employment and Professional Integration, DILCRAH</i></p> <p>Provide managers and HR and CSR officers with pamphlets containing best practices for how to include trans people in business:</p> <p>→ <i>Min. of Labour, Employment and Professional Integration</i></p> <p>Recognise LGBT+ role models and allies in business:</p> <p>→ <i>DILCRAH</i></p>	<p>Promote studies and surveys on the inclusion of LGBT+ employees in business settings:</p> <p>→ <i>Min. of Labour, Employment and Professional Integration</i></p> <p>Educate publishers of human resources management tools about the need to combat transphobia and use the preferred titles and first names of trans people:</p> <p>→ <i>Min. of Labour, Employment and Professional Integration</i></p>
<p><b>31. Do a better job of accommodating LGBT+ people</b></p>	<p>Modify administrative forms (loyalty cards, bank accounts, insurance, mutual insurance, etc.) to include same-sex families and trans people:</p> <p>→ <i>Ministry of the Economy, Finance and Economic Recovery</i></p>	<p>Conduct testing on estate agencies and home owners:</p> <p>→ <i>Min. of Housing</i></p> <p>Organise meetings with stakeholders from sectors that are particularly affected by LGBT phobias (taxi and VTC companies, dating sites, tourism, hospitality, etc.):</p> <p>→ <i>Ministry of the Economy, Finance and Economic Recovery</i></p>

## 8 Supporting specific groups

Among LGBT+ people, certain groups have specific needs that need to be factored into public policies.

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>32. Combat hatred and discrimination against trans and intersex people</b></p> 	<p>Distribute guides and pamphlets on the administrative procedures to be carried out by trans people following their change in civil status:</p> <p>→ <i>All Ministries</i></p> <p>Support association events dealing with trans and intersex issues (marches, conferences, etc.):</p> <p>→ <i>DILCRAH</i></p>	<p>Evaluate the implementation of the Act of 18 November 2016 on the Modernisation of 21st Century Justice, specifically its impact on the procedure for changing the gender indicated in civil records. Initiate a comparative study with other EU countries, especially those where the procedure has been diverted:</p> <p>→ <i>Min. of Justice</i></p> <p>Develop special victimisation surveys for trans and intersex people:</p> <p>→ <i>DILCRAH</i></p> <p>Distribute a best practice guide on intersex people to associations, sport federations, university hospitals, maternity wards, town halls, education boards, etc.:</p> <p>→ <i>All Ministries</i></p> <p>Support the <i>Réseau Francophone de Recherche sur l'Intersexuation</i>, which is active in various disciplines (social science, law, medicine):</p> <p>→ <i>DILCRAH</i></p>
<p><b>33. Combat lesbophobia and biphobia</b></p>	<p>Support special surveys on lesbophobia and biphobia:</p> <p>→ <i>DILCRAH</i></p>	<p>Explicitly include lesbophobia and biphobia in future communication campaigns:</p> <p>→ <i>All Ministries</i></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>34. Combat LGBT phobias in urban policy districts and in rural areas</b></p>	<p>Support the development of LGBT+ associations and gathering places in urban policy districts:</p> <p>→ <i>Min. for Local Cohesion</i></p> <p>Support LGBT+ events organised in rural areas (film debates, forums, workshops, etc.):</p> <p>→ <i>Min. for Local Cohesion, DILCRAH</i></p>	<p>Modify city contracts to include information, prevention and awareness initiatives on anti-LGBT+ hatred and discrimination:</p> <p>→ <i>Min. for Local Cohesion</i></p> <p>Support studies on the lives of LGBT+ people in rural areas:</p> <p>→ <i>Min. for Local Cohesion, MAA</i></p>
<p><b>35. Provide better support to children and adolescents as covered under child welfare and judicial youth protection services</b></p>		<p>Train child welfare staff to foster inclusion for LGBT+ people and combat LGBT phobias:</p> <p>→ <i>Min. of Solidarity and Health</i></p>
<p><b>36. Support LGBT+ seniors</b></p> 	<p>Train professionals working in the field of elder care to combat LGBT phobias and serophobia and ensure that LGBT+ people are cared for and included:</p> <p>→ <i>Min. of Solidarity and Health</i></p>	

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>37. Address emergency situations for LGBT+ people</b></p>		<p>Provide emergency accommodation for young LGBT-phobia victims and victims of domestic violence within LGBT+ couples, ensuring that locations are evenly spread across the country to meet local needs:</p> <p>→ <i>Min. of Housing</i></p> <p>Educate housing professionals on how to accommodate and support LGBT+ people:</p> <p>→ <i>Min. of Housing</i></p> <p>Educate the people working at victim support lines on the situations faced by LGBT+ people (119 for at-risk children, 3919 for battered women, etc.):</p> <p>→ <i>The relevant ministries, DILCRAH</i></p>
<p><b>38. Provide better protection for LGBT+ people in prison</b></p>	<p>Support associations working with prison guards and detainees in prisons:</p> <p>→ <i>Min. of Justice</i></p>	<p>Train prison administration officers, ENAP students and judicial youth protection officers:</p> <p>→ <i>Min. of Justice</i></p> <p>Strengthen the prevention of anti-LGBT+ incidents in prisons, improve the collection of statements, and provide better support to persons who are vulnerable due to gender identity or sexual orientation, including through a helpline:</p> <p>→ <i>Min. of Justice</i></p> <p>Guarantee access to medical treatment (including hormone therapy) for trans people:</p> <p>→ <i>Min. of Justice, Min. of Solidarity and Health</i></p>


## 9 *Defending LGBT+ rights in international relations*

France has a duty to promote LGBT+ rights internationally and to support victims of LGBT phobias abroad. France will contribute to the future LGBT+ strategy of the European Union.

This support is also reflected in our improved reception of LGBT+ asylum seekers and refugees on our territory.

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>39. Promote LGBT+ rights in international forums</b></p>	<p>Strengthen France’s commitment to the universal decriminalisation of homosexuality and defend the human rights and fundamental freedoms of LGBT+ people:                      → <b>MEAE</b></p> <p>Support the development of the Equal Rights Coalition for the protection of LGBT+ rights:                      → <b>MEAE</b></p> <p>Continue to support the mandate of the Independent Expert of the Human Rights Council on combating violence and discrimination based on sexual orientation and gender identity:                      → <b>MEAE</b></p> <p>Participate in a European working group (OMC: open method of coordination) on gender equality in cultural and creative industries:                      → <b>MC</b></p>	<p>Organise joint efforts at European level or with like-minded partners to oppose the development of new LGBT-phobic legislation, including within the European Union:                      → <b>MEAE</b></p> <p>Support LGBT+ rights initiatives carried out by the OIF and other organisations in the French-speaking community. Working with our like-minded partners, provide political support for the introduction of LGBT+ rights issues into the French-speaking community:                      → <b>MEAE</b></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>40. Provide French support to LGBT+ people abroad</b></p>	<p>Strengthen awareness and visibility initiatives led by diplomatic posts during Pride Marches and the International Day against Homophobia and Transphobia on 17 May, and provide greater support to local NGOs and LGBT+ rights activists and advocates:</p> <p>→ <b>MEAE</b></p> <p>Continue to invite LGBT+ rights advocates as part of the People to Watch programme:</p> <p>→ <b>MEAE</b></p> <p>Continue supporting LGBT+ rights advocates, local NGOs and activists, including by funding their projects for LGBT+ people, and through the Franco-German Prize for Human Rights and the Rule of Law:</p> <p>→ <b>MEAE</b></p> <p>Continue holding regular discussions with LGBT+ rights advocates and civil society organisations working on these issues:</p> <p>→ <b>MEAE</b></p>	<p>Strengthen OFPRA and CNDA partnerships, through coordination by the UN High Commissioner for Refugees, with countries that wish to receive training, particularly for dealing with vulnerabilities related to sexual orientation or gender identity in the asylum application process:</p> <p>→ <b>MEAE and Min. of the Interior</b></p>

ACTIONS	ONGOING MEASURES	NEW MEASURES
<p><b>41. Better identify vulnerable LGBT+ asylum seekers who are at risk in their country and direct them to their accommodation in France</b></p>	<p>Strengthen training for all asylum workers in the early identification of vulnerabilities, particularly those related to sexual orientation and/or gender identity:</p> <p>→ <i>Min. of the Interior</i></p>	<p>Starting in 2020, experiment with a regional system that provides housing and increased support (health, training, employment, etc.) for young refugees under 30 who are vulnerable due their sexual orientation and/or gender identity, with 30 spots available:</p> <p>→ <i>Min. of the Interior</i></p> <p>Arrange for OFPRA / OFII and SPADA officers to share their experience in the early identification of vulnerabilities, particularly those related to sexual orientation and/or gender identity, and set up joint OFPRA / OFII training modules on this topic for social workers in the housing sector:</p> <p>→ <i>OFPRA, OFII</i></p>
<p><b>42. Facilitate protection for the most vulnerable asylum seekers and refugees from the LGBT+ community</b></p> 	<p>Evaluate and ensure the effectiveness of the <i>ad hoc</i> housing and support system for refugees who are victims of homophobic and transphobic violence, created on a trial basis in 2019:</p> <p>→ <i>Min. of the Interior</i></p> <p>Formalise and facilitate transfer procedures from one asylum or refugee shelter to another in cases of anti-LGBT+ discrimination:</p> <p>→ <i>Min. of the Interior</i></p>	<p>By 2022, create new spots for LGBT+ asylum seekers and refugees within the national reception system, bringing the total to 200:</p> <p>→ <i>Min. of the Interior</i></p> <p>Experiment with action learning in multiple regions for all those involved in receiving and supporting asylum seekers and refugees, including training for how to deal with vulnerable groups, with a focus on groups likely to be victims of discrimination based on their sexual orientation or gender identity:</p> <p>→ <i>Min. of the Interior</i></p>





## Monitoring the action plan and indicators

The 2020-2023 National Action Plan to Promote Equal Rights and Combat Anti-LGBT+ Hatred and Discrimination will be reviewed by a monitoring committee, with ministries, local authorities and associations working closely together. Upon its conclusion, it will be evaluated by the National Advisory Committee on Human Rights (CNCDH), an independent rapporteur.

The evaluation may be based, inter alia, on the following indicators:

- The number of departments where actions are funded under the DILCRAH call for local proposals (*DILCRAH*)
- The number of initial training sessions for police officers and gendarmes (*Min. of the Interior - DILCRAH*)
- The number of LGBT+ watch groups on the education boards (*MENJS*)
- The number of school districts that have included measures to combat LGBT phobias in their district training plans (*MENJS*)
- The number of departments offering shelter to LGBT+ youths or victims of domestic violence within an LGBT+ couple (*Min. of Housing*)
- The number of signatories to L'Autre Cercle's LGBT+ Charter (*DILCRAH*)
- The number of spots for LGBT+ asylum seekers and refugees (*Min. of Interior*)

After translating the goals of this national plan into tracking indicators, France intends to improve its results in the following rankings:

INDICATORS	SOURCES	CURRENT FIGURES
<b>France's score in the ILGA-Europe ranking</b>	Annual indicator, ILGA-Europe study	56% (2020)
<b>Legal inclusion of LGBT+ persons</b>	OECD	74% (2019)





## List of abbreviations

<b>AED:</b> Educational Assistant	<b>ILGA:</b> International Lesbian, Gay, Bisexual, Trans and Intersex Association
<b>AFNOR:</b> French Association for Standardisation	<b>INET:</b> National Institute for Local Studies
<b>ANCT:</b> National Agency for Local Cohesion	<b>INPES:</b> National Institute for Prevention and Health Education
<b>CAF:</b> Family Allowance Fund	<b>INSPE:</b> National Higher Institute for Teaching and Education
<b>CAVL:</b> District-Level Student Life Committee (senior high school)	<b>IRA:</b> Regional Administration Institute
<b>CFA:</b> Apprentice Training Centre	<b>LGBT+:</b> Lesbian, gay, bi and trans. The “+” refers to intersex people in particular.
<b>CNC:</b> National Film Centre	<b>MAA:</b> Ministry of Agriculture and Food
<b>CNCDH:</b> National Advisory Committee on Human Rights	<b>MC:</b> Ministry of Culture
<b>CNDEEAP:</b> National Council of Student Delegates in Public Agricultural Education	<b>MEAE:</b> Ministry of Europe and Foreign Affairs
<b>CNFPT:</b> National Centre for Local Civil Service	<b>MENJS:</b> Ministry of National Education, Youth and Sport
<b>CNOSF:</b> French National Olympic and Sports Committee	<b>MESRI:</b> Ministry of Higher Education, Research and Innovation
<b>CNVL:</b> National Student Life Committee (senior high school)	<b>MOM:</b> Ministry of Overseas France
<b>OCOPG:</b> Organising Committee for the Olympic and Paralympic Games	<b>OECD:</b> Organisation for Economic Co-operation and Development
<b>CORAH:</b> Operational Committee for the Fight against Racism, Anti-Semitism and Anti-LGBT Hatred	<b>OFII:</b> French Office for Immigration and Integration
<b>CPAM:</b> Primary Health Insurance Fund	<b>OFPPA:</b> French Office for the Protection of Refugees and Stateless Persons
<b>CPE:</b> Principal Educational Adviser	<b>OIF:</b> International Organisation of La Francophonie
<b>CPFSF:</b> French Paralympic and Sports Committee	<b>NGO:</b> Non-governmental organisation
<b>CSA:</b> Higher Council for the Audiovisual Sector	<b>UN:</b> United Nations
<b>CVC:</b> Student Life Committee (junior high school)	<b>PAF:</b> District Training Plan
<b>CVL:</b> Student Life Committee (senior high school)	<b>PHAROS:</b> Platform for harmonising, analysing, cross-checking and referring reports of illegal content
<b>DGAFFP:</b> General Directorate for Administration and Civil Service	<b>MAP:</b> Medically Assisted Procreation
<b>DILCRAH:</b> Interministerial Delegation for the Fight against Racism, Anti-Semitism and Anti-LGBT Hatred	<b>PNF:</b> National Training Plan
<b>EHESP:</b> French School of Public Health	<b>RESP:</b> Network of Public Service Schools
<b>ENA:</b> National School of Administration	<b>CSR:</b> Corporate Social Responsibility
<b>ENAP:</b> National School of Prison Administration	<b>SIG:</b> Government Information Service
<b>ENM:</b> National School of the Judiciary	<b>SPADA:</b> Organisation for First-Line Reception of Asylum Seekers
<b>FRA:</b> Fundamental Rights Agency	<b>EU:</b> European Union
<b>FSGL:</b> Gay and Lesbian Sport Federation	<b>HIV:</b> Human Immunodeficiency Virus
<b>HAS:</b> High Health Authority	<b>VTC:</b> Chauffeur-driven vehicle
<b>MSM:</b> Men who have sex with men	
<b>FIFG:</b> French Institute of Public Opinion	
<b>IH2EF:</b> Graduate Institute of Education and Training	



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