



**MINISTRY
IN CHARGE OF GENDER
EQUALITY AND THE FIGHT
AGAINST DISCRIMINATION**

*Liberty
Equality
Fraternity*

10 July 2023

**NATIONAL PLAN
FOR EQUALITY
& THE FIGHT AGAINST
ANTI-LGBT+
HATRED
& DISCRIMINATION
(2023-2026)**

Forty years ago, homosexuality was decriminalised. Ten years ago, France opened up marriage and adoption to same-sex couples.

Under the impetus of the President of the Republic, since 2017 our country has made considerable progress towards equal rights, including making medically assisted procreation (MAP) available to all, opening up blood donation to homosexual men, and banning “conversion therapies”.

However, since 2016, the figure of recorded anti-LGBT+ acts has increased by 129%. **The fact is that hatred persists, with an intolerable sense of impunity that must be brought to an end.**

This increase in anti-LGBT+ acts takes the form of an increase in insults, acts of discrimination and humiliation, and physical assaults.

As such, we must face up to the reality of LGBTphobia. It is unacceptable that people in our country should be marginalised, excluded, hindered, mocked, and abused because of their sexual orientation or gender identity. It is also intolerable that young teenagers should feel ashamed, lonely or even afraid when discovering their sexuality.



Our mission must never waver. With this plan, we are intensifying our actions.

As initiated in our policy in 2017, there needs to be a profound change in attitudes at all levels of our society. We are continuing to train law enforcement officers, public officials, teachers, volunteers and employees of non-profit organisations, holiday camp supervisors, students and professionals in healthcare, and students in establishments under the authority of the Ministry of Culture, **to better identify, prevent and deal with acts of anti-LGBT+ hatred.**

To combat hate, we must first enforce the law. A relentless legal machine must be set in motion and sanctions must be stepped up. The police will be better trained to have the tools necessary to qualify the facts as soon as a complaint is lodged. **We will put an end to the impunity of supporters who make homophobic comments by imposing an additional penalty of stadium bans, as a matter of principle, on those convicted of inciting anti-LGBT+ hatred.**

Finally, we need to take into account the diversity of local realities in order to understand our anti-LGBT+ hatred policy in the light of the specificities of our different territories. **Following on from the Prime Minister's announcements on 4 August 2022, we are maintaining and strengthening aid for LGBT+ reception and support centres by allocating an exceptional fund of ten million euros, and we will open ten new centres by 2027 to achieve the target of two centres per region.** These local facilities are essential. They must be available throughout France and the French overseas territories.

The path to the freedom to be oneself should not be paved with so much discrimination, humiliation and violence. There should never be any question of hatred when it comes to love and freedom.

With this action plan, **we want to make a real difference to the everyday lives of millions of French people, their families and young people.**

Structural changes are possible. **We will continue to act tirelessly. We will continue to change attitudes and raise awareness.**

**Isabelle Lonvis-Rome,
Minister Delegate to the Prime Minister for Gender
Equality, Diversity and Equal Opportunities**

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GOVERNMENT OVERVIEW

Since 2017, under the impetus of the President of the Republic, many steps for the equality and rights of LGBT+ people have been taken.

The law of 2 August 2021 **opened up medically assisted procreation (MAP) to all women**. By 31 December 2022, 12,000 women had already been able to consult a doctor to start MAP involving sperm donation, giving rise to almost 500 births.

In June 2021, **GPs were granted the right to prescribe PrEP (pre-exposure prophylaxis), a preventive treatment against HIV**, in order to promote access to care.

In August 2022, **the conditions for donating blood were extended** to include homosexual men in order to eliminate a difference in treatment.

The law of 31 January 2022 **banned practices aimed at changing a person's sexual orientation or gender identity**, also known as "conversion therapies".

Access to credit for HIV-positive people has been improved with the abolition of the health questionnaire.

On 4 August 2022, to mark the 40th anniversary of the law decriminalising homosexuality, the Prime Minister announced a **one-off subsidy of €3 million for LGBT+ centres to support existing facilities and create new ones**.

Finally, **an LGBT+ rights ambassador**, working under the Minister for Europe and Foreign Affairs, has been appointed by the President of the Republic to represent France abroad, in particular to defend the universal decriminalisation of homosexuality.

PLAN METHODOLOGY

The fight against hatred and discrimination is one of the Government's priority policies.

The National Plan for Equality & the Fight Against LGBT+ Hatred & Discrimination is part of this strong political will to deploy concrete and ambitious actions to eradicate hatred and therefore violence.

This plan is the fruit of a long process of collaboration involving more than a hundred partners: national and local non-profit organisations, LGBT+ centres, various ministries, companies and independent institutions (French National Consultative Commission on Human Rights – CNCDH, Human Rights Defender, French regulatory authority for audiovisual and digital communication – Arcom).

They were consulted as part of a **digital consultation**, then during a **seminar** chaired by minister Isabelle Lonvis-Rome, and finally during **regional workshops** in Orléans, Nancy and La Réunion in order to respond as precisely as possible to the specific challenges of each region.

More than 300 measures were proposed by the non-profit organisations during the collaborative work on the plan, demonstrating the **unprecedented mobilisation of those working on the ground** to address all aspects of the daily lives of LGBT+ people.

Finally, **signatory companies** of the commitment charter for the inclusion of LGBT+ people in the workplace, deployed by the non-profit organisation " **L'Autre Cercle**", were interviewed to list the difficulties encountered by employers with regards to these human resources issues.

A 5-POINT PLAN

- 1 | **SHOW the reality** of
LGBTphobia
- 2 | **Better MEASURE**
these acts
- 3 | **GUARANTEE** access to and
effectiveness of **rights**
- 4 | **PUNISH** LGBTphobic **acts**
and **perpetrators**
- 5 | **DEVELOP** our **European** and
international strategy

1. Allocate 10 million euros to strengthen and perpetuate support for LGBT+ centres

| Why?

- To enable LGBT+ people to be accepted throughout the country, both in mainland and overseas France
- To help centres in their operation

| How?

- By announcing the renewal of financial aid through an exceptional fund of 10 million euros

| Implementation

- 2022-2026

2. Co-finance the opening of 10 new reception and support centres for LGBT+ people

| Why?

- To cover the whole of France, including the overseas territories

| How?

- By achieving the target of two centres per region
- By opening 10 new centres by 2027

KEY MEASURES

3. Strengthen initial and ongoing training for police officers and gendarmes on issues of inclusion and combating LGBTphobic acts

Why?

- To improve the collection and processing of complaints by law enforcement officers
- To enable law enforcement officers to better classify offences and make prosecutions more effective

How?

- By training 100% of police officers and gendarmes by May 2024
- By setting up dedicated police and gendarmerie advisers, in conjunction with non-profit organisations
- By including a half-day awareness-raising session on LGBTphobia, support for victims and specific legal qualifications to better classify offences as part of in-service training
- By including a 2.5-hour session in the initial training of police officers and gendarmes, organised by FLAG!, an internal non-profit organisation of the Ministries of the Interior and Justice
- By equipping law enforcement with all the tools they need to ensure the acceptance of LGBT+ people and to deal with their concerns effectively

Year of implementation

- 2024

4. Identify and list places where LGBTphobic attacks take place in order to strengthen the protection of people and property

Why?

- To combat LGBTphobic acts, which rose by 129% between 2016 and 2022
- To better protect LGBT+ people and venues, and improve the security of venues that have suffered attacks

How?

- By asking prefects to bring together all non-profit organisations and government services, in particular the police and gendarmerie, to identify the sites having suffered damage and attacks
- By increasing security in the vicinity of these identified locations, by stepping up security patrols at the places and times that the risk is highest

Year of implementation

- 2024

5. Ban those convicted of inciting anti-LGBT+ hatred from stadiums

Why?

- To combat the feeling of impunity

How?

- By making the additional penalty of a stadium ban compulsory (unless there is a special reason not to) for those who make discriminatory or hateful comments at sporting events

Year of implementation

- As soon as the law is passed

6. Tackle LGBTphobic bullying in schools more effectively

Why?

- To better identify, handle and prevent LGBTphobic harassment

How?

- By enhancing the pHARe programme's LGBTphobia prevention resources in order to better train teams and student ambassadors
- By setting up adult mentors among the educational staff in every junior and senior school

Year of implementation

- 2024

7. Better integrate the issues of same-sex couples into awareness-raising campaigns on domestic violence

Why?

- To provide information on support and listening services for victims of domestic violence
- To prevent domestic violence in same-sex couples

How?

- By rolling out a communication campaign in conjunction with non-profit organisations
- By setting up a half-yearly working group bringing together ministries and non-profit organisations to take better account of the specific nature of domestic violence in same-sex couples

Year of implementation

- 2024

8. Train public officials, professionals and volunteers of non-profit organisations on issues of inclusion and combating anti-LGBT+ hatred

| Why?

- To better identify, handle and prevent LGBTphobic acts
- To enable public officials, professionals and volunteers of non-profit organisations to respond more effectively to requests and situations encountered in their work

| How?

- By including content on LGBTphobia in the "Values of the Republic and Secularism" training given to public officials, professionals and volunteers of non-profit organisations

| Year of implementation

- 2024

9. Train supervisors at holiday camps and leisure centres in the fight against LGBTphobia

| Why?

- To enable all supervisors to better detect and handle harassment of an LGBTphobic nature

| How?

- By including a prevention and awareness-raising module on issues of inclusion and fighting anti-LGBT+ hatred in the training for the BAFA (Brevet d'Aptitude aux Fonctions d'Animateur) youth leader qualification
- By including a prevention and awareness-raising module in the ongoing training of managers

| Year of implementation

- 2024

10. Train healthcare professionals in the issues of inclusion and combating anti-LGBT+ hatred

Why?

- To enable future healthcare professionals to take account of the specific characteristics of LGBT+ people
- To ensure better initial training for healthcare professionals to guarantee better access to care for patients

How?

- By including a training module on the inclusion of LGBT+ people and the fight against anti-LGBT+ hatred in medical-related study programmes

Year of implementation

- 2025-2026

11. Provide better training for professionals working with the elderly and people with disabilities

Why?

- To address the isolation of LGBT+ people with disabilities
- To offer better care and support for older LGBT+ people

How?

- By including a module to raise awareness on the inclusion of LGBT+ people and the fight against discrimination in training courses for people working in medico-social establishments and gerontology wards

Year of implementation

- 2025

12. Train students and staff of higher education establishments governed by the Ministry of Culture

Why?

- To better identify, handle and prevent LGBTphobic acts in higher education establishments governed by the Ministry of Culture

How?

- By deploying the government-wide training contract on the values of the Republic
- By encouraging all establishments to make this training available and accessible to all their staff

Year of implementation

- 2026

13. Include same-sex parent families in national education administrative forms

Why?

- To take into account the diversity and plurality of families
- To provide equal access to the law for all families

How?

- By making inclusive forms provided by the Ministry of Education and Youth more widespread, indicating the status of each legal representative (father, mother or guardian)
- By communicating the instruction every year to school heads, management boards and inspectors

Year of implementation

- 2023

14. Set up a House of Pride during the Paris 2024 Olympic and Paralympic Games

| Why?

- To improve the representation and visibility of LGBT+ athletes
- To raise public awareness of the values of inclusion and respect conveyed by sport

| How?

- By financing the opening of the facility thanks to the support of the Ministry of Equality and the Ministry of Sport

| Year of implementation

- 2024

15. Create a fund dedicated to the fight against LGBTphobia for international NGOs

| Why?

- To champion France's support for equal rights
- To protect LGBT+ people around the world

| How?

- By allocating 2 million euros to this fund

| Year of implementation

- 2023

16. Empower and support territories under the supervision of prefects and public prosecutors

Why?

- To deploy the National Plan for Equality and the Fight Against LGBT+ Hatred and Discrimination so as to reach the maximum number of citizens possible and adapt it to the needs and specificities of each territory
- To guarantee support for all victims in mainland France and the overseas territories

How?

- By issuing a joint instruction from the Ministers of the Interior and of Equality to remind prefects of the missions and objectives of the Operational Committees for the Fight against Racism, Anti-Semitism and Anti-LGBT Hatred (CORAH):
 - ▶ Meet at least twice a year, with all the relevant stakeholders in the department
 - ▶ Set up an action plan adapted to the characteristics of the department, in conjunction with local elected representatives
 - ▶ Encourage the adaptation of schemes at local level
 - ▶ Draw up an annual report on actions carried out, in particular on prevention against all forms of hatred

Year of implementation

- 2023

KEY FIGURES

Since 2016, **the number of recorded "anti-LGBT+" acts has risen sharply**: +129% for crimes and 115% for petty offences.

However, the number of complaints lodged by victims of "anti-LGBT+" attacks **remains marginal**: 20% of victims of threats or violence and only 5% of victims of insults according to the Living Environment and Security survey (average between 2012 and 2018). The majority of recorded anti-LGBT+ crimes affected young people under 30 (52%) and men (72%) in 2022, and 83% of people charged with these crimes or offences are men.

In 2022, SOS Homophobie received 1,506 testimonies via its support services for victims of LGBTphobia. They describe 1,195 cases of LGBTphobia in France, an increase of 5% compared with 2021.

The next most common complaints were those of domestic violence (15%), followed by violence in shops and services (13%).

Of the testimonials, 64% were from gay men, 18% from lesbian women, 14% from trans people and 4% from people who define themselves as non-binary.

Sources: Ministry of the Interior and SOS Homophobie

MONITORING THE PLAN

Under the authority of the Minister for Gender Equality, Diversity and Equal Opportunities, the Interministerial Delegation for the Fight against Racism, Anti-Semitism and Anti-LGBT Hatred (DILCRAH) will implement and monitor the actions of the 2023-2026 National Plan for Equality & the Fight Against Anti-LGBT+ Hatred & Discrimination.

The plan will be reviewed every six months: a monitoring committee, under the authority of the Minister for Gender Equality, Diversity and Equal Opportunities, closely involving the ministries concerned, civil society and public institutions, will be set up to assess the deployment of the plan's measures, by monitoring the associated indicators and their impact on the daily lives of citizens.

The plan will also be evaluated at the end of the 2023-2026 period by the CNCDH (French National Consultative Commission on Human Rights), as part of its mandate as independent rapporteur.

TABLE OF MEASURES

Table of measures taken as part of the National Plan for Equality & the Fight against Anti-LGBT+ Hatred & Discrimination 2023/2026			
Point	Measure	Ministry	Target year
Point 1: Show the reality of LGBTphobia			
Show the reality of LGBTphobia	Roll out a national communication campaign aimed to raise awareness among the general public of equality and the rights of LGBT+ people	Equality	2024
	Encourage places of remembrance to affix a plaque commemorating the deportation of homosexuals during the Second World War	War veterans	2023
	Support the creation of the "Centre d'Archives des mémoires et des cultures LGBT+" in Ile de France: advice and expertise from the archives of France, training opportunities and possible financial support for specific initiatives	Culture	2024
	Ensure the continued provision of the fund for LGBT+ Centres announced by the PM on 4 August 2022	Matignon	2024
	Encourage all ministries to roll out the FLAG! reporting system and to communicate	Equality / Civil service	2023
Point 2: Measure acts of LGBTphobia and discrimination			
Measure acts of LGBTphobia and discrimination	Improve the measurement of LGBTphobic acts in schools and publish an annual report on the reality of LGBTphobia in schools, in conjunction with academic observatories	National education / Agriculture	2024
	Complete the survey carried out by the French Observatory of Student Life (OVE) and include a section on LGBTphobia in the work carried out by the French Observatory of Discrimination in Higher Education (ONDES)	Higher education	2024
	Strengthen research into LGBTphobia by improving the use of the CIFRE scheme by the structures involved		2026
	Disseminate the data collected through the OVE surveys to the scientific community		2024
	Send DILCRAH the annual assessment of LGBTphobia-related offences carried out by the Criminal Policy Evaluation Unit (DACG)	Justice	2023
	With the support of the Human Rights Defender, extend the audit provided for in the plan to combat racism, anti-Semitism and discrimination linked to origin, to include the risks of discrimination linked to sexual orientation and/or gender identity in a large public company or public administration	Equality / Public transformation	2025

TABLE OF MEASURES

<p>Measure acts of LGBTphobia and discrimination</p>	<p>Set up, as part of the Observatory led by Arcom, a working group bringing together, around Arcom and DILCRAH, a number of stakeholders in the field of online hatred (including dedicated non-profit organisations and competent authorities such as Pharos) and which could include non-member structures (e.g., PNLH - French unit for the fight against online hatred). This working group would meet on average four times a year. Its purpose would be to share data and discuss the definition of priorities for policies to combat online hate</p>	<p>Equality / Culture</p>	<p>2024</p>
<p>Point 3: Guarantee access to and effectiveness of rights</p>			
<p>Guarantee access to and effectiveness of rights</p>	<p>Raise awareness among employees of the Ministry of the Interior and Overseas Territories of anti-LGBT+ discrimination</p>		
	<p>Train and mobilise all prefectural authorities and senior managers in the issues of inclusion and the fight against LGBT+ discrimination</p>		
	<p>Increase training for police officers and gendarmes in LGBT+ inclusion and discrimination issues</p>	<p>Ministry of the Interior and Overseas Territories</p>	<p>2024</p>
	<p>Continue to expand CORAH committees by setting up a local action plan against LGBTphobia</p>		
	<p>Develop networks of LGBT+ contacts</p>		
	<p>Set up a map of LGBTphobia in the 30 territories most concerned</p>		
	<p>Carry out an audit of departmental contacts</p>		
	<p>Bring LGBT+ centres and non-profit organisations closer together through the Guid'Asso approach, to help them consolidate structures and strengthen their presence in the local network of NPOs</p>	<p>Social economy and Community life</p>	<p>2023</p>
	<p>Have departmental delegates for community life run a specific workshop in LGBT+ centres and non-profit organisations, to present the tools available to them for the development of community life (the CompteAsso, the Dauphin platform, the FDVA fund, Guid'Asso)</p>		<p>2023</p>
	<p>Mobilise LGBT+ centres and non-profit organisations to provide training for volunteers through the Mouvement Associatif's regional training platforms</p>		<p>2023</p>
<p>In every school, train a group of resource people in the issues of identifying, responding to and preventing LGBTphobia (school life staff, equality officers, harassment officers, social and health staff), and offer training for all headteachers and school inspectors</p>	<p>National education / Agriculture</p>	<p>2024</p>	
<p>Provide all staff with online training on combating LGBTphobia</p>		<p>2024</p>	

TABLE OF MEASURES

Guarantee access to and effectiveness of rights	Include the subject of LGBTphobia in training courses on secularism and the values of the Republic	National education / Agriculture	2024
	Publish resources to accompany the September 2021 circular, to ensure that educational teams continue to assimilate it		2024
	Together with DILCRAH, draw up a list of non-profit organisations receiving subsidies to work in schools on the fight against anti-LGBT+ hatred and send it to the education authorities every year		2024
	Secure the involvement of non-profit organisations in schools by defining specifications for the awareness-raising sessions they offer		2024
	Create an educational kit for use by educational and entertainment teams to raise awareness in schools, media libraries and leisure centres		2024
	Focus on lower secondary education levels ("collège"), to reduce the number of homophobic insults: as part of the hours dedicated to cross-curricular education in "cycle 4" (more in-depth study), work to raise awareness and prevent homophobic insults, make tools available to raise awareness (in connection with the development of psychosocial skills); take specific action aimed at parents/families.		2026
	Develop inclusive administrative forms for same-sex families		2023
	Enhance the PHARe programme's resources for preventing LGBTphobia		2024
	Continue the deployment of gender equality officers, to be extended to the infant and primary school level and to remind people that the fight against LGBTphobia is part of their mission.		2024
	Train youth workers to prevent and combat LGBTphobia	Youth	2026
	Include prevention and the fight against LGBTphobia in training courses for the entertainment professions		2024
	Make an LGBTphobia prevention communication kit available to children's groups/camps		2025
	Enable young trans people to be fully included in children's groups/camps		2024
	Encourage the development of civic service missions and the European Solidarity Corps in LGBT+ non-profit organisations		2025
	Explicitly include the fight against LGBTphobia in prevention and anti-discrimination initiatives as part of the SNU (Universal National Service)		2024

TABLE OF MEASURES

Guarantee access to and effectiveness of rights	Invite the relevant authorities (conferences of deans and education officers of interest) to strengthen teaching modules for students on the fight against LGBTphobia	Higher education / Culture / Health	2024
	Update the guide on "Combating anti-LGBT+ hatred and discrimination in higher education and research"		2025
	Set up a working group on first names for transitioning students		2024
	Include an awareness-raising module on combating LGBTphobia in all initial training courses for students in the health professions		2025-2026
	Roll out the current government-wide contract to 100% of civil servants: central government, teaching and supervisory staff from the MENJ, internal security forces, labour inspectors, reception staff under the State Public Service at Pôle Emploi/France Travail, government employees at France Services centres, staff at government cultural or sports establishments, early childhood educators, providers of social housing, etc.	Civil service	2023
	Publish a circular for public sector hospitals (FPH) and an information memo for regional civil service (FPT) inviting employers to put in place measures to accommodate trans people and same-sex families		2026
	Communicate the specifications of the government-wide training contract to the CNFPT (French National Centre for Local Civil Service) and ANFH (French National Association for In-Service Training of Hospital Staff), so that local and regional civil servants are also targeted and strengthened in their ongoing training on the fight against LGBTphobia		2023
	Request data from training organisations relating to the provision of training in accordance with article L. 1131-2 of the French Labour Code	Labour	2024
	Continue dialogue with publishers of human resources management tools about the need to combat transphobia and use the preferred titles and first names of trans people		2023
	Reinforce the professionalisation of CFA apprentice training centres in the fight against discrimination by promoting awareness-raising and training initiatives by LGBT+ non-profit organisations in said centres		2024
	Increase awareness of anti-LGBT+ discrimination among labour inspectors, labour auditors and labour law advisors and provide them with ongoing training		2024

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Guarantee access to and effectiveness of rights	Raise awareness among parenting support services and provide them with the tools to support parents of LGBT+ young people	Solidarity	2026
	Train and raise awareness among professionals working with parents and future parents about the realities of LGBT+ families and the new opportunities available to them, particularly by facilitating shared parental authority		2025
	Integrate trans issues into care for the elderly		2025
	Train professionals working with the elderly and people with disabilities, particularly those in gerontology and medico-social establishments and services, to combat discrimination against LGBT+ people		2025
	Support the development of shared assisted living housing for LGBT+ seniors, particularly those with HIV		2024
	Produce a charter model on respecting others' sex lives to be displayed in establishments, and include the sex life dimension during the admission visit to EHPAD retirement homes		2024
	Support the development of the Grey Pride label		2026
	Fund a study by the CNSA (National Solidarity Fund For Autonomy) to evaluate actions and disseminate best practices, in conjunction with certain leading towns, on EHPADs and inclusive housing		2025
	Gather testimonies from ageing LGBT+ people		2025
	Finance a communication campaign on early joint recognition	Equality	2024
	Set up a working group across multiple ministries and non-profit organisations on the specific nature of domestic violence in same-sex couples		2023
	Finance a campaign to combat domestic violence in same-sex couples		2024
	Promote the tools developed by Santé Publique France (French public health agency) on the sexual health of LGBT+ people	Health	2023
	Promote gamete donation through communication campaigns		2024
	Provide better support for lesbian and bisexual women in their healthcare journey		2025
	Raise awareness of the various mental health care and prevention services available to LGBT+ people		2026
Develop partnerships with local stakeholders to send HIV prevention materials free of charge	2025		

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Guarantee access to and effectiveness of rights	Facilitate access to PrEP by stepping up communications with the primary care professionals concerned (CMG and CNP nurses) and adapt the scope of the national PrEP protocol currently authorised in CEGIDD screening clinics to make it accessible to teams of professionals working in doctor's surgeries and health centres	Health	2025
	Raise awareness of existing training courses on caring for chemsex addicts and propose a communication campaign on the risks involved		2024
	Develop new community health services, in particular by developing community health centres and funding outreach initiatives		2026
	Ensure access to depathologised health information for intersex people		2023
	Issue a reminder that as part of the care provided to persons with a variation in sexual characteristics, all therapeutic options, including abstention, and their consequences must be presented in writing in a document signed by the physician in charge and accompanied by all the documents in the medical record		2023
	Issue a circular on the application of the Bioethics Act, reiterating the legislator's objective of improving care for intersex children, in the light of international decisions aimed at combating mutilation of people with variations in genital development		2023
	Publish studies to establish the current state of anti-LGBT+ acts in sport	Sport	2023
	Distribute a guide to all federations to raise awareness of issues relating to LGBT+ people		2024
	Based on the FFR model, encourage the setting up of anti-discrimination and equal treatment committees in each delegated federation		2026
	Encourage the deployment of the FIER label within new sports federations and the French National Olympic and Sports Committee (CNOSF), which has committed to this approach		2026
	By autumn 2023, grant ministerial approval to the LGBT+ sports federation to develop sporting activities and anti-discrimination initiatives		2023
	Encourage the emergence of role models and allies among high-level and professional athletes, to enable everyone to be themselves when practising their sport		2026
	Encourage transgender people to take part in sport, taking into account their specific characteristics and developing ways of making it easier for them to do so at any age		2026

TABLE OF MEASURES

<p style="text-align: center;">Guarantee access to and effectiveness of rights</p>	<p>Support and raise the profile of major LGBT-friendly sporting events, starting with the EuroGames, which will be held in Lyon in 2025</p>		2026
	<p>With regard to high-level sport and access to high-level sport, set up a group of experts to define objective, measurable and fair criteria to promote the inclusion of transgender people in sporting competitions</p>	Sport	2025
	<p>Support the establishment of a House of Pride during the Paris 2024 Games, to be run by the Fier-Play organisation, a partner of the Fier Foundation</p>		2024
	<p>Set up a working group led by the Ministry of Culture, the national association of heritage curators and associations of cultural mediation professionals, to work on identifying a catalogue of permanent or temporary exhibitions/shows that could be the subject of specific plaques to analyse the perspective of equality for LGBT+ people</p>	Culture	2025
	<p>Promote Pride Month around an annual theme, high-level cultural and scientific events, school productions (competitions, national seminars, academic training courses) and the dissemination of strong political messages relayed in the local and national media and on social media. In conjunction with the Semaine de la lutte contre l'homophobie et la transphobie (Anti-Homophobia and Transphobia Week), make 17 May a major day for mobilising the media (local and national) in the fight against LGBTphobia.</p>		2024
	<p>Mobilise publishers of educational press and children's literature through a working group to combat stereotypes linked to sexual orientation and gender identity</p>		2023
	<p>In art, architecture and journalism schools and all public establishments governed by the Ministry of Culture, include training content on the fight against homophobic and transphobic stereotypes, discrimination and the role of culture in the emancipation and representation of citizens</p>		2026
	<p>Support the development of non-profit organisations specialising in housing for LGBT+ people</p>		2024
	<p>Update the guide for social workers on supporting LGBT+ people in mainstream housing and raise their awareness of the fight against discrimination</p>	Housing	2023
	<p>Make local authorities aware of the need to adjust the rating system for social housing applications to take account of discrimination issues</p>		2026

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Guarantee access to and effectiveness of rights	Carrying out joint brainstorming with DGCS, DGOS and DILCRAH - under the aegis of DILCRAH - to consolidate data on the gender of people in shelters. Work to raise awareness among mobile precarious health teams of the pathologies that may be encountered by LGBT+ people	Housing	2025
	Initiate work with the social housing sector to facilitate alerts		2025
	Draw up national guidelines for the care of LGBT+ people in prisons and the prevention of anti-LGBT+ discrimination in prisons	Justice	2024
	Draw up guidelines for handling requests to amend and reissue documents held by MINARM departments following a gender transition	Armed Forces	2024
	Raise awareness of LGBT+ issues among consultation stakeholders	Armed Forces	2023
	Implement the amendments to the Order of 29 March 2021 on the standardised medical profile of military recruits, to allow HIV-positive people to be recruited ab initio into the armed forces, subject to certain conditions	Armed Forces	2024
	In the plan, highlight the Prime Minister's pledge made on 4 August 2022 to open one LGBT centre per French overseas territory	Overseas	2023
	Use the €200,000 contribution for DILCRAH's 2023-2024 local call for projects	Overseas	2024
	Promote Le Refuge's project to draw up an inventory of transphobic discrimination in the French overseas departments and territories (DROM-COM), particularly in the areas of employment, education and health, in order to gain a better understanding of LGBTphobia and discrimination in overseas France	Overseas	2023
	Support CCI and CMA (chambers of trades and crafts) in integrating LGBT+ issues into the fight against discrimination in the workplace	Micro-enterprises and SMEs	2026
Point 4: Sanction the perpetrators of anti-LGBT+ acts			
Sanction the perpetrators of anti-LGBT+ acts	Update the circular issued by the Minister of Justice on 11 July 2007 on anti-discrimination units in public prosecutor's offices	Justice	2026
	Provide a reminder that convictions may be published on the platform that hosted the illegal content		2025
	Enable arrest warrants to be issued for perpetrators convicted under the Act of 29 July 1881 with a view to enforce the sentence		2025

TABLE OF MEASURES

Sanction the perpetrators of anti-LGBT+ acts	Draw up a series of fact sheets for school heads to guide them in identifying situations that could give rise to disciplinary proceedings for LGBTphobic behaviour, and provide them with a model for implementing accountability measures in response to acts committed	Education	2024
	Raise awareness of anti-LGBT+ discrimination among the disciplinary committees of sporting bodies, so that these acts can be punished more severely	Sport	2026
	Make the additional penalty of a stadium ban compulsory for people making discriminatory comments about LGBT+ people at sporting events, unless the court has special grounds for not doing so		2026
	Identify, in each sports federation and professional league, disciplinary proceedings instigated based on real or perceived incidents related to sexual orientation or gender identity		2026
	Make the filing of complaints, alerts to the public prosecutor or civil actions systematic for sports associations/federations that become aware of discrimination against LGBT+ people		2026
Point 5: Defend LGBT+ rights in European and international relations			
Defend LGBT+ rights in European and international relations	Make the decriminalisation of homosexuality and transidentity and the protection of the rights of LGBT+ people a central element of our bilateral diplomacy	Europe and Foreign Affairs	2026
	Take the initiative at a multilateral level to promote decriminalisation		
	Promote the full integration of LGBT+ issues within the EU		
	Support civil society organisations that promote the rights of LGBT+ people around the world		
	Set up an LGBT+ fund for NGOs at the Ministry for Europe and Foreign Affairs		
	Promote access to the CSO Initiatives Facility of the AFD (French Development Agency) for French NGOs		
	Promote the "Initiative" implemented by Expertise France to help LGBT+ people living with HIV/AIDS		
	Provide better protection for defenders of the rights of LGBT+ people		
	Support human rights institutions		

press kit

**NATIONAL PLAN
FOR EQUALITY &
THE FIGHT AGAINST
ANTI-LGBT+
HATRED
& DISCRIMINATION**

(2023-2026)

