

## **France: Legrand for LGBT+ inclusion and against gender violence to its**

May 2022

Legrand, a French electrical group, has signed a new agreement on workplace equality with all trade unions at the group (CFDT, CFE-CGC, CGT, FO). The agreement will improve training on workplace equality and introduces a procedure for reporting of sexist behaviour.

The agreement aims to achieve professional equality and the inclusion of all employees, including LGBT+ people and those “whose gender identity is not based on the traditional binary approach of men and women”. They are granted the same rights as other employees with regard to conjugality and parenthood in order to combat discrimination against LGBT+ groups.

A reporting procedure will be created for employees who are victims of non-compliant conduct, such as discrimination, sexist behaviour, moral or sexual harassment. Employees will be able to submit a report to a team of professional equality guarantors.

In 2021, Legrand asserted its commitment against violence against women by signing two charters, including that sponsored by France’s gender equality ministry. This agreement puts these charters into practice, with a prevention message that will be distributed to all employees every year. The agreement will also see awareness raised among HR staff, to enable them to listen to and refer victims to associations experienced in this field, in complete confidentiality and in compliance with workplace secrecy.

The text also introduces for managers. This will be done through e-learning modules, webinars, face-to-face sessions and conferences.

**Edited by industriAll Europe**