



ANTI-DISCRIMINATION POLICY

Equal Treatment and the Prohibition of Discrimination

Adopted by the Board of Directors pursuant to Article 31 of the HDRI Statutes

Paris, France



Human Development Research Initiative (HDRI)

50 Rue des Tournelles, 75003 Paris, France

Registration Number: W751275674

EU TRN: 892689452279-12

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PREAMBLE

The Human Development Research Initiative ('HDRI' or 'the Organisation') was founded on the conviction that every person is entitled to equal dignity and equal treatment, and that a civil society organisation working across migration, health, gender, and economic and social rights has a particular obligation to embody that conviction in its own conduct. This Anti-Discrimination Policy (the 'Policy') sets out, in legal and practical terms, HDRI's commitment to equal treatment and its prohibition of discrimination in every aspect of its work.

This Policy is adopted by the Board of Directors pursuant to Article 31 of HDRI's Statutes (the 'Statutes'). It gives detailed effect to the equality of members already guaranteed by Article 9 of the Statutes and to the non-discrimination standards already stated, in general terms, in HDRI's Code of Conduct, and it draws directly on the legal framework that governs discrimination in France and in the European Union: Articles 225-1 to 225-4 of the French Penal Code, which criminalise discrimination on the grounds they enumerate; Article L1132-1 of the French Labour Code; Article 21 of the Charter of Fundamental Rights of the European Union; Council Directive 2000/43/EC on racial and ethnic origin; Council Directive 2000/78/EC on employment equality; and Article 14 of the European Convention on Human Rights together with Protocol No. 12 thereto.

This Policy does not create a parallel or lesser standard than the law that already binds HDRI as a French association; rather, it makes that law legible and actionable within the Organisation's own governance, so that every member, Board member, staff member, intern, volunteer, and partner knows precisely what is expected of them and what recourse exists where those expectations are not met.

This is the final and consolidated version of this Policy and supersedes any prior draft or informal statement of HDRI's approach to non-discrimination.

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TITLE I — GENERAL PROVISIONS

Article 1 — Purpose and Legal Basis

This Policy is adopted pursuant to Article 31 of the Statutes for the purpose of prohibiting discrimination in any form within HDRI's governance, membership, employment, programmes, and external relations, and of establishing the procedures by which a breach of this Policy is reported, investigated, and addressed.

Article 2 — Protected Characteristics

This Policy prohibits discrimination on the grounds of: national or ethnic origin; sex; family situation or pregnancy; physical appearance; family name; place of residence; state of health; disability; genetic characteristics; personal habits or morals; sexual orientation; gender identity or expression; age; political opinions; trade union or associative activities; religion or belief; or any other characteristic protected under Article 225-1 of the French Penal Code, Article 21 of the Charter of Fundamental Rights of the European Union, or any other applicable law.

The list in this Article is illustrative of the grounds most directly recognised by French and European law and is not to be read as excluding any other ground on which unjustified differential treatment would be unlawful or contrary to the spirit of this Policy.

Article 3 — Definitions

For the purposes of this Policy: '**direct discrimination**' means treating a person less favourably than another person is, has been, or would be treated in a comparable situation, on the basis of a protected characteristic; '**indirect discrimination**' means applying an apparently neutral criterion, practice, or requirement that places persons sharing a protected characteristic at a particular disadvantage, unless that criterion, practice, or requirement is objectively justified by a legitimate aim and the means of achieving it are appropriate and necessary; '**harassment**' means unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment; '**victimisation**' means subjecting a person to a detriment because they have made or supported a complaint of discrimination under this Policy.

Article 4 — Scope of Application

This Policy applies to every member, Board member, staff member, intern, research fellow, volunteer, and partner of HDRI, in respect of decisions on admission to membership, appointment, recruitment, task allocation, evaluation, discipline, and access to HDRI's programmes, events, and services, and to every person, whether or not connected with HDRI, who participates in an HDRI event or programme as a beneficiary or member of the public.



Article 5 — Relationship with the Statutes, the Rules of Procedure, and the Code of Conduct

This Policy is subordinate to the Statutes and supplements the Code of Conduct's general prohibition of discrimination and harassment. Conduct falling within this Policy is investigated, and where substantiated sanctioned, under the procedures set out in Articles 26 to 30 of the Code of Conduct, and this Policy does not create a separate disciplinary track.

TITLE II — PROHIBITED CONDUCT

Article 6 — Prohibition of Direct and Indirect Discrimination

No Covered Person shall subject another person to direct or indirect discrimination on the basis of a protected characteristic in any decision or interaction connected with HDRI's activities, including decisions on membership, recruitment, task allocation, promotion, or access to HDRI's programmes and events.

Article 7 — Prohibition of Harassment

No Covered Person shall subject another person to harassment related to a protected characteristic. This includes derogatory remarks, jokes, or imagery targeting a protected characteristic, deliberate exclusion on that basis, and the persistent or severe use of language or conduct that a reasonable person would regard as hostile or degrading.

Article 8 — Prohibition of Victimisation and Instructions to Discriminate

No Covered Person shall victimise another person for having made, supported, or given evidence in relation to a complaint under this Policy, and no Covered Person shall instruct, encourage, or knowingly assist another person to discriminate in breach of this Policy.

Article 9 — Permitted Positive Action

Nothing in this Policy prevents HDRI from adopting a proportionate measure designed to prevent or compensate for a disadvantage linked to a protected characteristic, such as a targeted outreach effort to under-represented groups in recruitment or membership drives, provided the measure is temporary, proportionate to its stated aim, and does not itself amount to an unjustified exclusion of others.

TITLE III — OPERATIONAL MEASURES



Article 10 – Membership and Recruitment

Admission to membership under Article 8 of the Statutes and recruitment to any staff, internship, or fellowship position shall be assessed exclusively on the basis of relevant, objective, and job or role-related criteria, communicated to all candidates in advance, without regard to any protected characteristic.

Article 11 – Events, Programmes, and Beneficiaries

HDRI's events and programmes, including the youth workshops, seminars, and advocacy academies it organises or supports, shall be designed and delivered so as to be open, on equal terms, to participants regardless of a protected characteristic, and organisers shall take reasonable steps to remove practical barriers to participation, in coordination with the measures set out in HDRI's Accessibility and Disability Inclusion Policy.

Article 12 – Research, Publications, and Public Communications

Research and publications produced under HDRI's name shall be free of discriminatory bias or stereotyping in their analysis, language, and use of imagery, and shall present the circumstances of any group defined by a protected characteristic accurately and without gratuitous or demeaning generalisation.

Article 13 – Partnerships and Grant Screening

Where HDRI enters into a substantive partnership or accepts a grant, the Board shall have regard, as one factor in its due diligence under Article 16 of the Code of Conduct, to whether the counterparty's own conduct is manifestly and seriously discriminatory in a manner incompatible with HDRI's values.

TITLE IV – REPORTING, ENFORCEMENT, AND FINAL PROVISIONS

Article 14 – Reporting a Concern

A person who believes, in good faith, that this Policy has been breached may report the matter through the channel described in Article 26 of the Code of Conduct, or to HDRI's Gender Equality or Accessibility Focal Point where the matter also falls within the scope of those policies. A report by a beneficiary or member of the public who is not a Covered Person shall be accepted and considered on the same basis as a report from a Covered Person.

Article 15 – Protection Against Retaliation

A person who reports a concern in good faith under this Policy is protected against retaliation to the same extent, and under the same terms, as set out in Article 27 of the Code of Conduct.



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Article 16 – Investigation and Sanctions

A report under this Policy is investigated and, where substantiated, sanctioned under the procedure set out in Articles 28 to 30 of the Code of Conduct. Where the conduct in question may also constitute a criminal offence under Articles 225-1 to 225-4 of the French Penal Code, HDRI's handling of the matter under this Policy is without prejudice to any person's right to report the matter to the competent judicial or administrative authorities.

Article 17 – Training and Awareness

The Board shall ensure that Board members, staff, and, so far as practicable, interns and volunteers receive periodic information or training on the content of this Policy and on the practical recognition of discrimination and harassment.

Article 18 – Monitoring and Review

The Board shall review the implementation of this Policy at least once a year, having regard to any reports received, any pattern they may reveal, and any measure required to strengthen compliance.

Article 19 – Amendment

This Policy may be adopted, amended, or repealed at any time by a simple majority decision of the Board, in accordance with Article 31 of the Statutes, and any amendment shall be communicated to all members within fifteen (15) days.

Article 20 – Entry into Force

This Policy enters into force upon its adoption by the Board of Directors and remains in force, as amended from time to time, until repealed by a subsequent decision of the Board.

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ADOPTION

This Anti-Discrimination Policy, comprising Four Titles and Twenty Articles, was duly adopted by the Board of Directors of the Human Development Research Initiative (HDRI) at a duly convened meeting, pursuant to Article 31 of the Statutes, and constitutes, from the date of its adoption, the Organisation's sole and complete policy on the matters it addresses.

Gurgen Petrosyan

President of HDRI

Date: 11 September 2026

Signature:

Sofia Balas

Secretary General

Date: 11 September 2026

Signature:

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