



Following the enactment of the General Law on Equality and the Fight Against Discrimination (LED-L 13279), the Board members of the **United Music Foundation** unanimously adopted, during their session on August 9, 2023, the following

CHARTER AGAINST HARASSMENT AND DISCRIMINATION

To comply with legal and constitutional obligations*, the **United Music Foundation**, as an employing or mandating organization, commits to prohibiting, in the context of its activities (operation of the Board, mandatories, employed staff, etc.) all forms of harassment (sexual harassment, mobbing, etc.) and any infringement on personal integrity and any discrimination based on

- gender,
- ancestry, origin, or ethnic, cultural, or national affiliation,
- language or cultural affiliation,
- first name or surname,
- migratory status or asylum-related issues,
- age,
- sexual orientation, gender identity, and intersex status,
- marital status and family situation or structure,
- physical, mental, cognitive, social, or sensory disabilities,
- specific or physical appearance features (height, body size, albinism, etc.),
- origin or religious beliefs,
- political and philosophical opinions,
- lifestyle (sedentary, nomadic, etc.),
- birth, status, or social situation,
- union activities,
- health status, serological status, or maternity situation,
- genetic characteristics.

Our commitment applies, where appropriate, from recruitment to the end of employment relations, particularly in the following situations:

- conditions and job interviews,
- work scheduling and conditions,
- remuneration and promotion,
- access to training,
- relationships with colleagues, superiors, and partners.

*namely, in particular, the Geneva Constitution (especially Article 15), the General Law (on Equality and the Fight Against Discrimination (LED), current or future sectoral laws (Law on Equality and the fight against gender-based and sex-based discrimination - LED-Gender, etc.) of the Canton of Geneva, and, at the federal level, the Federal Constitution (especially Article 8), the law on equality for people with disabilities, and the Federal Law on Equality between Women and Men.