This document is a “non-official” translation of the original document written by the collectif UNIL/EPFL for the feminist strike. We (Barret, Camille-Sophie, Chelsea, and Sarah) will send this translation to the collectif so they can check it and distribute it if they want.

The aim of this document is to propose a list of measures that would help the creation of a non-sexist academic culture, in the sense discussed by the UNIL/EPFL collective. It is not fixed; these demands will be discussed during the 14th of June 2019 strike and beyond.

Because advanced study institutions are living spaces like the others, we propose the following measures:

Recognition of parenting and care work by members of the UNIL community

Because gender roles assign parenting and caring work to women*, restricting their educational and career opportunities, and are not sufficiently considered in the universities, we demand:

1. The implementation of a one-month parental leave for the parent who did not give birth (man or woman*), 100% paid.
2. Nursery capacity that meets the demand, for children of researchers, administrative and technical staff, as well as of students, with a doubling of the number of places in a year.
3. Lecture, exam, meeting, and conference schedules and days that take into account the students’, teachers’, and administrative and technical staff’s family life (in particular, not on Saturdays).
4. The simplification of workload modification procedures, in function of family life-related unplanned events (for example, assistance to an ill or dying relative).
5. The possibility to do part-time studies, including at the master’s level, for familial reasons.
6. The creation of a monitoring unit for parenting and care work.

The eradication of gender-based violence and sexual and psychological harassment on the UNIL campus

Because a sexist climate undermines women’s* integrity and has a direct negative impact on their health, social relationships, education and careers, we demand:

1. The implementation of mandatory training on gender-based violence and sexual and psychological harassment prevention for the whole community.
2. The establishment of annual prevention campaigns against harassment and gender-based violence, in partnership with campus associations committed to these issues and with a dedicated budget.
3. The contractual obligation for members of the teaching staff, because of their hierarchical status, to report any case of sexual or psychological harassment observed or reported.
4. The conduct of investigations and the application of deterrent administrative sanctions for those found to have perpetrated sexual harassment, sexual assault or gender-based violence.
5. The systematic application of disciplinary sanctions in cases of sexual harassment, sexual assault or gender-based violence perpetrated between students and/or against students, whether they occurred on- or off-campus.
6. The creation of a watch and action unit against gender-based violence and sexual and psychological harassment.

Removing inequalities and discriminations against women*, LGBTQI+, racial minorities, people with disabilities studying or working at UNIL

Because gender is articulated with other power relationships, and people suffering multiple oppressions face discrimination often rendered invisible, we demand:

1. The establishment of training on equality for the whole community.
2. The equality of rights for heterosexual and LGBTQI+ couples and parents, independent of matrimonial status.
3. The implementation of annual awareness campaigns against homophobia, lesbophobia, transphobia, and all kinds of violence perpetrated against LGBTQI+, in partnership with associations involved in these questions on campus and with the grant of a budget for that purpose.
4. The possibility for all trans* and/or non-binary persons to have displayed on their campus card, diploma, or any official document from the university, their preferred name and/or their gender (instead of the ones that were assigned when they were born), without having to justify it with any certificate.
5. The addition of “non-binary” (or “X”) in addition to the categories “female” and “male” on all forms.
6. The implementation of an annual awareness campaign against racism and every kind of violence based on the supposed or real affiliation to a discriminated ethno-racial category, in partnership with associations involved in these questions on campus and with the grant of a budget for that purpose.
7. The installation of gender-neutral toilets and changing rooms.
8. The creation of a watch and action unit against violence and discrimination based on gender, sexual orientation, ethno-racial or religious affiliation, handicap or class.
The promotion of equality and fight against discriminations as UNIL teaching and research priority axis

Because the universities are at the interface between science and society, and the production and dissemination of academic knowledge is a vector for changing representations and eradicating gender stereotypes, we demand:

1. The implementation of a mandatory lecture for all 1st year students on gender, gender equality, and sexualities in all curricula.
2. The allocation of additional resources for teachings about gender, sexualities; and sexist, racist, and homophobic discrimination, with at minimum the creation of a teaching position in every section.
3. The total ban of sexist, racist, classist, ableist, transphobic, and homophobic comments and content in lectures, and the application of deterrent sanctions against perpetrators.
4. The implementation and enforcement of clear rules to fight sexist biases and to ensure an equitable representation of female* scientific production in reading lists and assignments in courses.
5. The fight against gender biases in the organization of conferences, symposia, and academic events, and the ban of scientific committees only made up of men.
6. The fight against gender biases in student examination processes by setting up an anonymized copy system.

The promotion of equality and the fight against discrimination in the governance and communication of UNIL

Because the power structure and the institutional communication have a direct impact on the representations of the members of a community, we demand:

1. Parity in the governing bodies of UNIL and its faculties, with systematic rotation of women* and men in the positions of rector, president, and deans.
2. Parity in all UNIL consultative and decision-making committees (deanships, commissions, etc.).
3. Parity in honoris causa doctorates.
4. The adoption of inclusive writing in all official University documents.
5. The creation of a vademecum on non-sexist communication and the commitment of teachers and researchers to apply the principles in all their public interventions.

The elimination of professional inequality within UNIL
Because as an employer, UNIL must be exemplary and act in line with the issues it raises with regard to equality, we demand:

1. The creation of new professorships and MER to achieve parity in secure positions in all sections and institutes dominated by men by 2025.
2. The implementation of measures in each faculty to improve the functioning of the equality and non-discrimination evaluation and recruitment committees, after discussion with the representatives of the bodies concerned, for each faculty.
3. The enforcement of the prohibition of questions concerning personal and family life in interviews and hearings, as well as training of people in charge of recruitment and systematic sanctioning of members of hiring committees who do not respect this rule.
4. The improvement of the control and regulation of hiring processes, with the aim of ensuring parity or a minimum number of women* at each stage of the process and for each section.
5. Wage revaluation of the University’s lowest salaries, and in particular for administrative and technical positions, which are held predominantly by women*.
6. An annual comparison of the wage outcomes of women* and men by function, rank and seniority, communicated to the entire staff.
7. The improvement of the promotion policy for administrative and technical staff and the setting up of real career plans considering the workers’ career development wishes.
8. The assurance that the whole female* staff has equal access to the same promotional measures as male staff, whatever her status or function.
9. The commitment of the University administration not to subcontract the maintenance and security work of the premises to external service providers, in order to not contribute to the deterioration of the working conditions of the lowest paid staff, particularly women*, who perform these largely invisible but essential tasks for the functioning of the institution.
10. The commitment University administration to require service providers on campus to offer working and employment conditions at least equal to those of the institution's employees.
11. A regular audit of each faculty on the effective application of the rules of equality and non-discrimination in employment and work.

The grant of a budget in response to the challenges posed and the establishment of monitoring mechanisms of the equality and anti-discrimination policy of UNIL

Because the implementation of equality requires a strong commitment of UNIL and important means to change the practices and mentalities, we demand:

1. The allocation of additional resources for the equality office and the integration of students into its mandates.
2. The creation of bodies and monitoring systems of implemented actions, involving students, the intermediate corps, the administrative and technical staff, and the teaching staff.