

*As a media producer and content distributor, the CANAL+ Group is conscious of its responsibility to represent a diverse cross-section of society and promote equality.*

*Throughout our collaboration – and beyond the artistic choices in the works we produce, co-produce and distribute – we would like to draw your attention to several different points and challenges, in which we need to be proactive.*

*We would like to ask you to ensure equality within your/our teams – regardless of one's position – without gender pay inequalities and by continuously promoting diversity. The access to professional training is key to career evolution and development especially when scouting new sources of talents, such as recruiting interns and assistants.*

*We would like you to:*

- Question the biases and automatisms of writing to represent a more inclusive and sustainable society in fiction, using for example the [Screens of Tomorrow](#).*
- Represent women and diversities without stereotypes, clichés or stigmatization, in order to act as an aspirational vector*
- Ensure that female characters are selected to embody all types of personalities and activities, over and above the lead roles, and that they are not confined to stereotypical roles*
- Ensure that diversity of origin is encouraged in all types of roles, including lead roles.*
- Encourage the visibility of people with disability on screen*
- Address all sensitive scenes (nudity, violence, sex) with the utmost vigilance, and treat actors and actresses with dignity.*
- Do not tolerate any inappropriate behavior in the work and filming environment*