

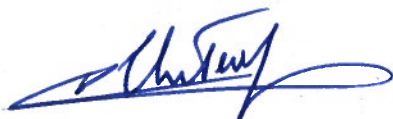
Nanterre, 13rd of December, 2021

## **Gender Equality Plan for CEESAR association**

This Gender Equality Plan (GEP) is displayed at CEESAR, and published on the website.

At CEESAR,

- The rationale of the association is to protect and respect human life, applying research effort at the same level for all, gathering both physical and mental dimensions;
- The administration and human resources direction implements this plan and update data every year, using indicators for disaggregated monitoring of gender treatment equality;
- The decision-making is aware of unconscious biases and balanced for gender equality in recruitment and career progression, with equal number of male and female department managers;
- The work-life balance is based on large time slots for travel convenience, and flex office organisation to conciliate family and job requirements;
- The working rules against discriminations, gender-based violence, and gender equality are presented on the direction display panel;
- The research policy is naturally oriented to gender equality, with aim to protect the human body diversity with adequate safety regulations, at higher level than done today when dummies are used for crash tests and simulations.



Philippe CHRETIEN  
Délégué Général de l'Association



Philippe DUFOURCQ  
Président de l'association CEESAR

**C.E.E.S.A.R.**  
Centre Européen d'Etudes de Sécurité  
et d'Analyse des Risques  
Siège social : 132, rue des Suisses - 92000 NANTERRE  
TEL : 01 76 87 31 87 - Fax : 01 76 87 20 39  
N° Siret : 390 457 125 05057  
N° TVA : FR 66 390 457 125

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