

# ARE YOUR JOBS OFFER AND YOUR JOB DESCRIPTIONS FREE OF DISCRIMINATION? TEST THEM !

The A Compétence Égale Analyzer is a semantic analysis tool that optimizes your job offers and job descriptions. It guarantees a wide and diversified spectrum of candidates, while respecting the principles of equality.

Your anonymity is fully preserved when using this tool.

Visit: [analyseur.acompetenceegale.com](http://analyseur.acompetenceegale.com)



## THE 25 CRITERIA FOR DISCRIMINATION RETAINED BY THE LAW



## « LE DÉCLICHEUR » – A TOOL FOR BETTER UNDERSTANDING STEREOTYPES



## TEST « LE DÉCLICHEUR » A COMPÉTENCE ÉGALE

Visit:

[declicheur.acompetenceegale.com](http://declicheur.acompetenceegale.com)



# À COMPÉTENCE ÉGALE

PROMOTING EQUAL TREATMENT AND DIVERSITY IN EMPLOYMENT OPPORTUNITIES AND CAREER PATHS ON A DAILY BASIS

### A COMPÉTENCE ÉGALE

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# THE ASSOCIATION'S PURPOSE: DIVERSITY IN THE WORKPLACE

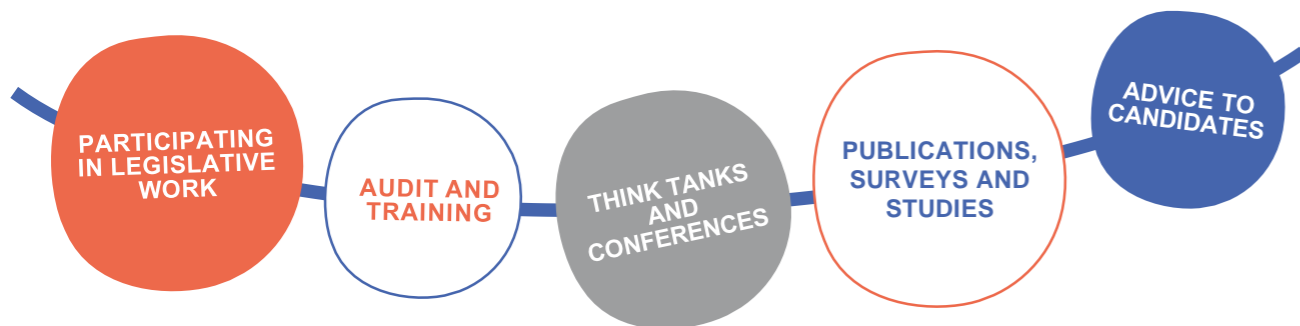
Created in March 2006, the A Compétence Egale association federates recruiters committed to combating discrimination in recruitment and throughout their careers, and to promoting diversity in employment.

A Compétence Egale also enables jobseekers to find information and benefit from support from member recruiters during meetings dedicated to them.

## THE MISSIONS AT À COMPÉTENCE EGALE

- Support recruiters and managers, by providing information and training, while optimizing best practices to combat discrimination.
- Combine the expertise of our members to organize conferences, set up working committees, initiate courses of action, anticipate and understand social issues related to discrimination.
- Help candidates optimize their job search and prepare for recruitment interviews. This assistance is provided by means of tools, meetings between recruitment professionals and candidates, and role-playing at real recruitment interviews.

## THE ACTIVITIES



## THE TRAINING COURSES

With over 15 years' experience, A Compétence Egale has become one of the leading reference for training on discrimination-free recruitment and career development, as well as on diversity and professional equality.

Training courses are delivered via web classes and e-learning.

[FOR MORE INFORMATION, VISIT OUR WEBSITE UNDER COMPANIES > TRAINING COURSES](#)



## THE ACADEMY À COMPÉTENCE EGALE

**C'est QUOI**  
Une **PLATEFORME** de **FORMATION** en Ligne  
Micro learning d'Experts de **3 minutes MAX!**

**Pour QUI**

- Recruteurs**: Diffuser les **BONNES PRATIQUES** de recrutement
- Candidats**: Optimiser la **RECHERCHE** d'emploi
- Etudiants**: Comprendre les mécanismes de **DISCRIMINATION**
- Journalistes**: Participer à la **PRISE de CONSCIENCE**

**Mission**  
Contribuer à la **PRISE de CONSCIENCE** **INDIVIDUELLE & COLLECTIVE** des **CONSEQUENCES** des **PRATIQUES DISCRIMINATOIRES** dans le **RECRUTEMENT**. **SOUTENIR & ACCOMPAGNER** les **ACTEURS**

• Disponible 24h/24, 7/7  
• Gratuitement  
• Multi Support  
• Optimiser l'**APPRENTISSAGE INTERACTIF LUDIQUE**  
• Pédagogie  
• **SENSIBILISER** les publics



**THE ACADEMY A COMPÉTENCE ÉGALE** IS ACCESSIBLE VIA THE WEBSITE AND THE APP, AVAILABLE FREE OF CHARGE ON THE ANDROID AND IOS STORES..