A group of hands of various skin tones (white, yellow, brown, black) are shown holding each other in a circle against a solid blue background. The hands are positioned at the top, bottom, left, and right, with fingers interlaced or gripping each other, symbolizing unity and support.

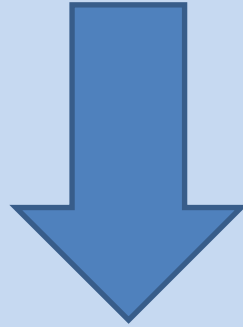
«It is necessary for us to
learn to live together as
brothers, otherwise we
are together going to die
as idiots»

Martin Luther King



**WHAT IS
EMPATHY?**

Empathy is a term designating the "understanding" of FEELINGS and EMOTIONS of another individual, or, in a more general sense, of its non-emotional states, like his BELIEFS .

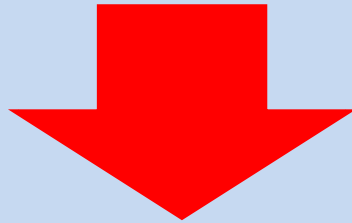


This phenomenon is summarized by the phrase “put themselves in the place of the other”.

CAN WE BECOME EMPATHETIC ?



Some are naturally empathetic, others not always.
Yet, developing empathy, improves relations and we
are more flexible.



Some tips to develop empathy :

- Pay more attention to others.
- Develop your intuition, learn to feel emotions without value judgment .
- Accept differences in behavior, thoughts, opinions ...



A great many people think they are thinking when they are merely rearranging their prejudices.

(William James)

izquotes.com

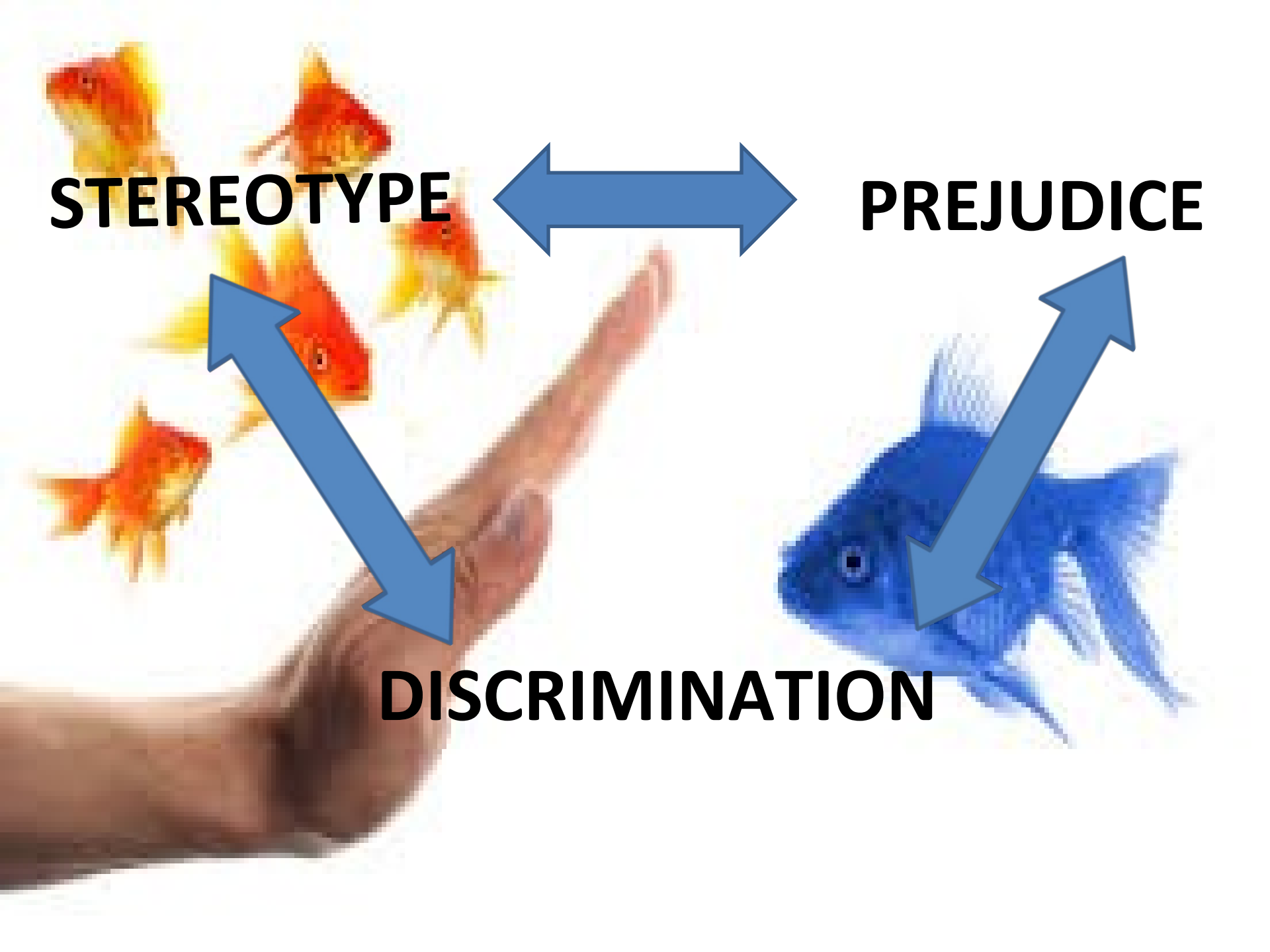
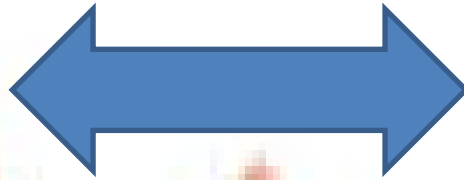
WHAT ARE THE PREJUDICES?



STEREOTYPE

PREJUDICE

DISCRIMINATION



Prejudice is a preconceived idea about **a person or group of people**. A prejudice is **always based on a stereotype** .

Because prejudices are **inculcated** by our **social environment** , to dispose of a hold request awareness, work on oneself .

Pre – judge = To judge before, without knowing.

This is a judgment value.

A prejudice is always based on a stereotype. This is a stereotype when it is assumed that people who share the same physical, religious, cultural or other have certain behavioral traits .

Examples of stereotypes :

- Men are more adventurous than women.
- Women are more sensitive than men .
- Homosexuals are effeminate .

Some groups are more often victims of discrimination : women, people of foreign origins , homosexuals , refugees, disabled people and people with illnesses.

The different types of prejudices

The prejudices divide people into two groups, lower or higher, depending on what a person thinks of another group or another.

Examples of prejudices:

- **Racism and antisemitism** - To believe that some races are superior to others.
- **Class bias** - To believe that some economic classes are above

Example : the rich are above the poor.

- **Sexism** - To believe that sex and gender determine the status

Example : boys and men are superior to girls and women.

- **Imagism** - To believe that the appearance and style determine the status

Example : those "unattractive " are lower than those that are "attractive ".

- **Homophobia / Heterosexism** - To believe that sexual orientation makes a lower group

Example : heterosexuals are superior to homosexuals.

- **Discrimination based on physical ability** - To believe that the physical or mental capacity makes superior group to another

Example : the disabled are lower than those without disabilities.

Discrimination is a gesture

When people acts are based on their prejudices, they introduce a discrimination against others.

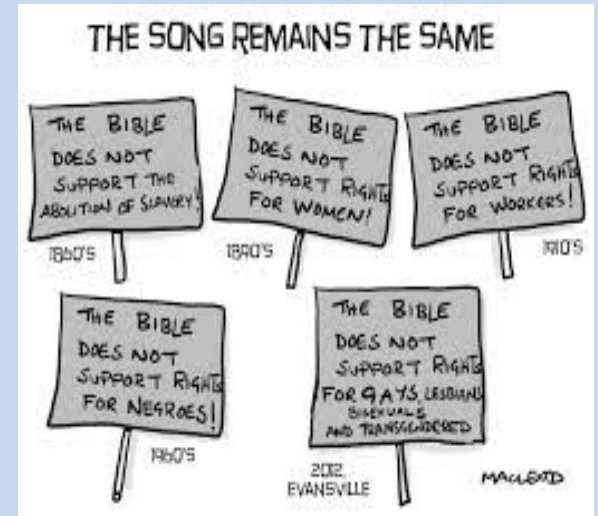
For examples:

- A person who looks like wealthy in a restaurant, is served before another that seems poor;
- A woman who is denied for promotion in favor of a man;
- A police officer who keeps under surveillance a black teenager rather than a white teenager who stands in front of a store;
- A young boy is insulted or harassed or beaten because he is gay or has effeminate ways.

The consequences of prejudice

- Prejudice and discrimination are **hurtful behaviors** that limit opportunities (ex: Job) of certain groups. Calling them lower in comparison to senior people.
- **People suffering from prejudice and discrimination undergo social and moral violence :**
 - Victimization (violence, abuse, theft and intimidation)
 - The suspicion (being blamed or be considered guilty for actions or dangerous crimes)
 - Rejection , alienation and isolation (may cause devaluation, self- hatred and self-destruction)
 - Exploitation and oppression
 - Emotional suffering

- Low self-esteem
- Feelings of worthlessness or lack of control
- Feeling guilty
- Hopeless about the future
- Fearful and distrustful
- Non-compliance with authorities



No one is born hating another person because of the colour of his skin, or his background or his religion. People learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.

Nelson Mandela



HOW TO FIGHT PREJUDICE ?

She's looking at me... I'm sure she hates Muslims..



tuffix

She's looking at me... I'm sure she hates „infidels“..



tuffix.deviantart.com

You can help fighting against prejudice and discrimination:

- Refuse to laugh when you tale racist or sexist jokes
- Refuse to watch movies, read books, play video games or participate in activities that promote violence or discrimination against certain groups
- Confront your friends and your peers who post prejudices or have discriminatory beliefs
- Meet associations or organizations whose mission is inform about the origins and consequences of prejudice
- Fight prejudice at school by working with diverse groups of individuals
- Fight prejudice at work by refusing to work in an environment that supports favoritism or discrimination policies.

THE 5
COMMANDMENTS TO
OBSERVE TO AVOID
FALLING INTO
PREJUDICE.

1. TIME

Before you make a comment or catalog a person, you must take the time to know it well .

2. SINCERITY

Don't assumed something that is based on assumptions. If you have any doubts related to certain situations, ask them directly to the person concerned. It is necessary not to let certain things for granted, but check before .

3. CLARITY

We are not judges of others, we are no better or worse, we are different and that is why it is important to learn to live together respecting diversity rather than accepting criticisms.

4. PREVENTION

Everyone has the right to be as he wants as long as it does not affect the others. Respect different opinions and different ways of coping with life is the fundamental key . We learn more from differences.

5. EQUALITY

As long as a person respects another, no one is better because he or she dresses, speaks or acts in a certain way. As humans, we are all different and have different abilities.

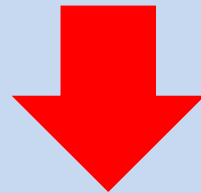


**WHAT IS
BULLYING ?**



Bullying consists of repetitive and unwanted behaviors, which can take different forms:

- Insults
- Physical violence
- Disseminating rumors
- Teasing or sputum.



The goal is to harm physically, socially or verbally, someone who is seen as weaker.



**Never give in to
blackmail**

School outreach

**Do not take the
game**

Fight against bullying

**Adopt a clearly
disapproving
behavior**

**Report the incident without
hesitation**

**Protection against
cyber bullying**

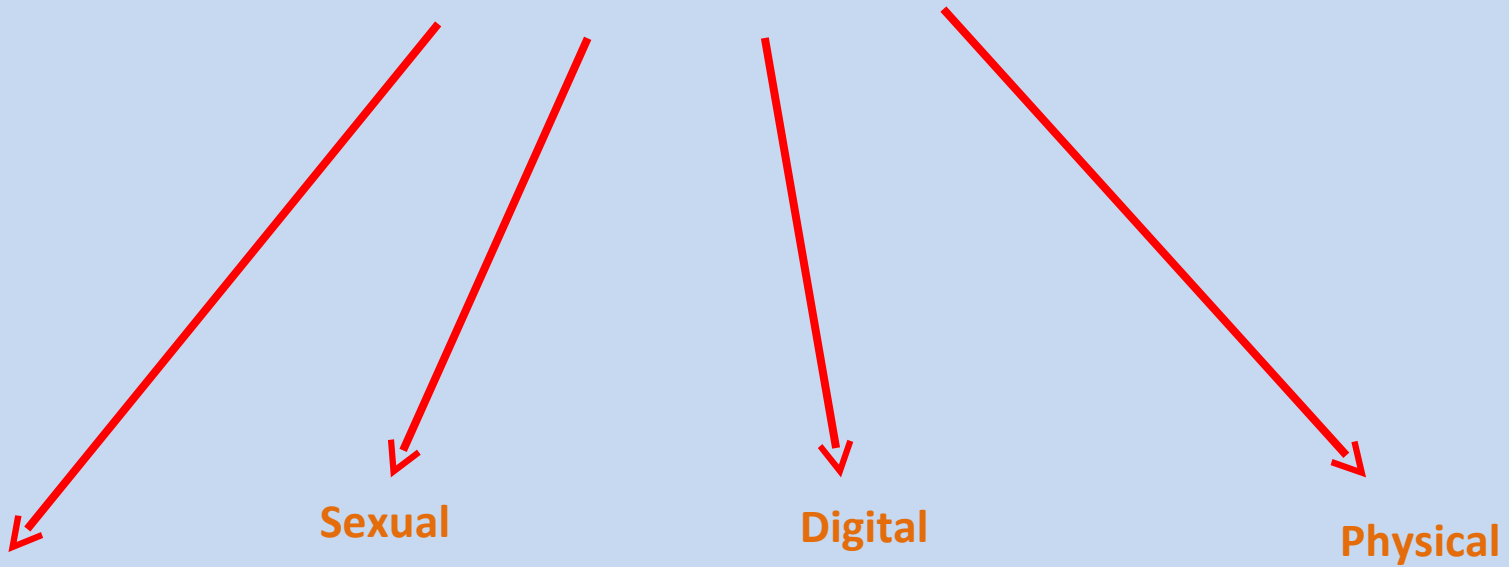




**WHAT IS THE
HARASSMENT ?**

Destroy or just weaken, physically and/or psychologically a person with repeated actions or phrases.

This form of ill-treatment can be committed by an individual or a group of individuals.



The persons hurt by bullying are the young students at school 5,1 % of victims of severe or very severe physical.

To prevent harassment
at work

Appoint a prevention
consultant (internal or
external) for
procedures on
harassment



The anti- harassment measures

- Apply and enforce the company's values of respect and collaboration
- Ensure a respectful workplace for humanity (regulation)
- Clarify the roles and missions of each person
- Maintain solidarity between workers, boost team spirit, create a trustful relationship with employees
- Recognize and discuss the difficulties
- Don't be alone when in doubt , talk to the prevention advisor
- Clarify the difference between teasing and harassment or intimidation

FRENCH LAW : THE LAW OF AUGUST 4TH 2014

To harass others by words or repetitive behaviors with the purpose of degrading working conditions likely to prejudice his rights and dignity, to alter the physical or mental health or jeopardize his professional future is punishable by **two years' imprisonment** and a **30,000 euro fine**.



WHAT IS SELF-ESTEEM ?



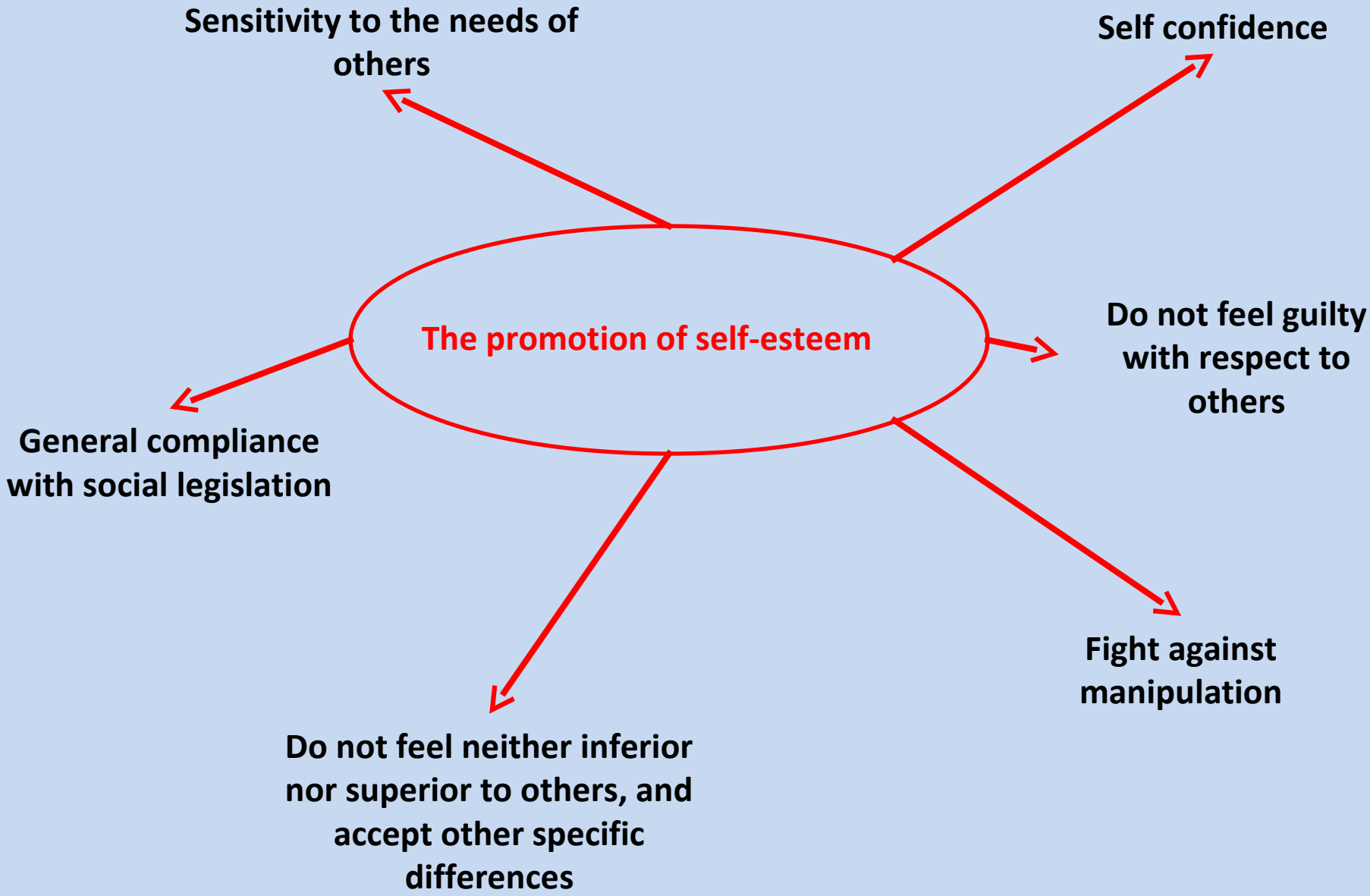
 **Self-esteem - Definition**

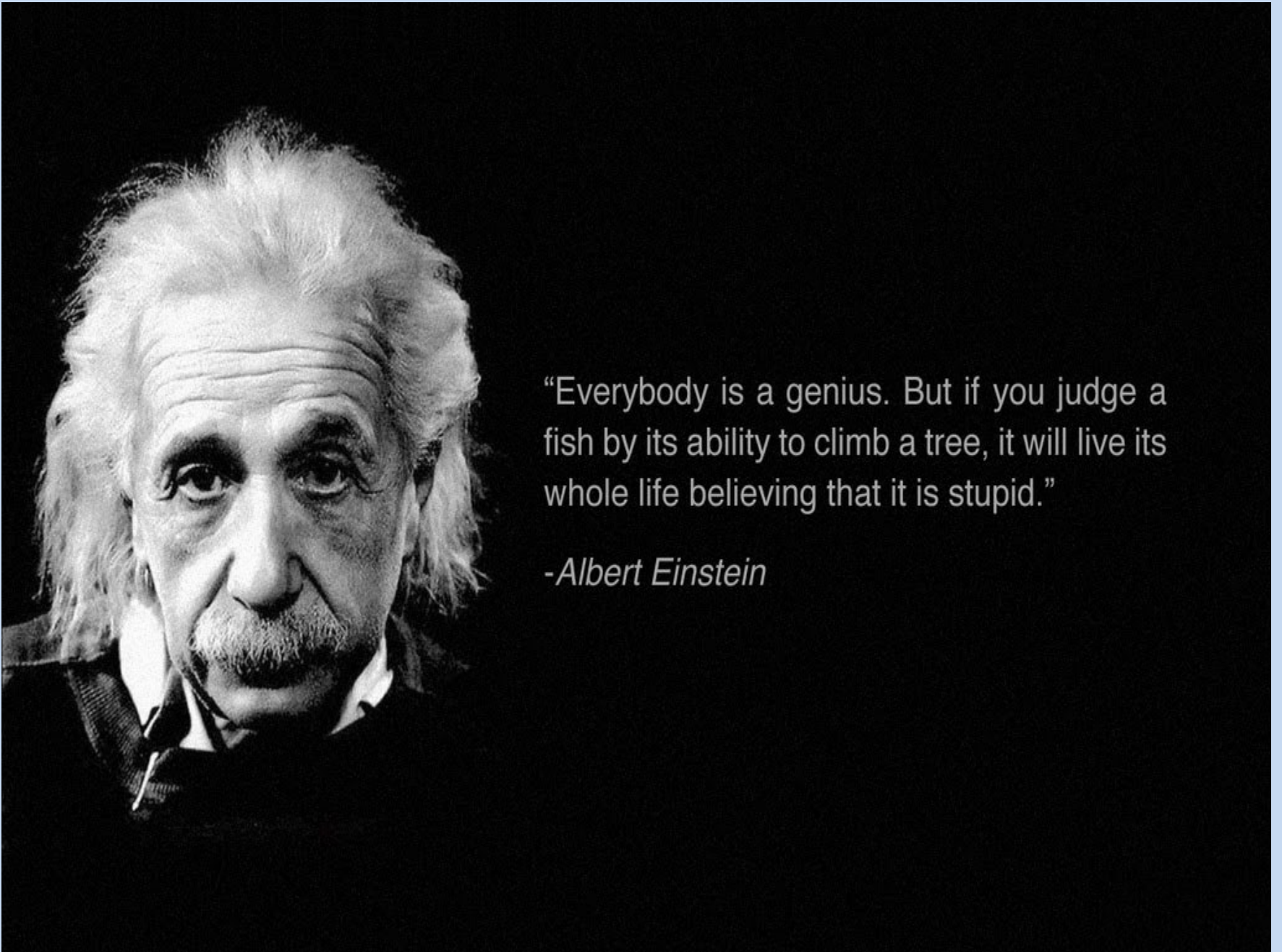
- The word 'esteem' comes from a Latin word that means 'to estimate'.
- Self-esteem is how you estimate yourself.



Self-esteem refers to the judgment or assessment of an individual in relation to its own values. When someone accomplishes something she or he thinks good, she or he feels better and proud.







“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.”

-Albert Einstein