



The Caux Initiatives of Change Foundation is a signatory to the *Aretha* charter. <https://milleseptsans.ch/aretha/>

The Caux Palace, Villa Maria and all other venues operated by the Caux Foundation are places of listening and dialogue, care and sharing, where everyone must feel safe. These spaces must be free from all forms of discrimination, inappropriate behaviour or inappropriate gestures.

All persons who visit our premises must be able to enjoy a moment of listening and dialogue without fear of inappropriate behaviour, inappropriate gestures or discrimination based on gender identity, sexual and/or romantic orientation, physical appearance, skin colour, ethnic background, religious affiliation, social background or any other form of spiritual or moral orientation.

All persons who work or volunteer for the Caux Initiatives of Change Foundation must be able to carry out their tasks without fear of inappropriate behaviour, inappropriate gestures or discrimination based on gender identity, sexual and/or romantic orientation, physical appearance, skin colour, ethnic background, religious affiliation, social background or any other form of spiritual or moral orientation.

If any person behaves in an inappropriate, disrespectful or discriminatory manner towards guests, participants, staff, volunteers or others, the Caux Initiatives of Change Foundation reserves the right to end their stay, exclude them from the premises and, if necessary, in extreme cases, call the police.

If a person is subjected to inappropriate behaviour, inappropriate gestures, harassment or discrimination, they may approach a designated member of Caux Initiatives of Change Foundation staff or a designated volunteer, who will be able to help, support and intervene.

If a person is in a situation requiring an escape route or discretion, they may approach our designated staff member or volunteer and say the following phrase:

"May I see Aretha?"

Designated and trained staff or volunteers will then provide help and support discreetly.

Caux, 10 November 2023

Ignacio Packer
Executive Director

**Building trust across
the world's divides**

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