



DEFINITIONS

EVERYDAY SEXISM

It encompasses attitudes and remarks based on stereotypes that may seem "harmless" but undermine or delegitimise a person (e.g. jokes, interruptions, and unsolicited comments about their appearance).

BENEVOLENT SEXISM

Under the guise of "good intentions," it devalues women by treating them as the "weaker sex". For example, insisting on carrying a heavy object instead of a woman because it is considered "too physically demanding" for her.

HOSTILE (OR TRADITIONAL) SEXISM

It expresses open contempt and strong judgments about a person's place in society (e.g. "A woman's place is in the kitchen.") and may include harassment or violence.

MODERN SEXISM

It consists of denying existing inequalities, sometimes even claiming that "reverse sexism" exists to minimise the seriousness of discrimination.

⚠ Please note that this puzzle is double-sided. It is recommended to print it double-sided with the following page, or to glue the two pages together before cutting out and laminating the puzzle.



E03_Puzzle_mini_game_intro
Front



⚠ Please note that this puzzle is double-sided. It is recommended to print it double-sided with the previous page, or to glue the two pages together before cutting out and laminating the puzzle.



E03_Puzzle_mini_game_intro
Back



"We will

not

build

*a different
world*

with

indifferent

people."

Arundhati

Roy



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E03_Puzzle_mini_game_intro
Front



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E03_Puzzle_mini_game_intro
Back



"In a

racist

society,

*it is not
enough*

to be

non-racist;

we

must be

anti-racist."

Angela

Davis





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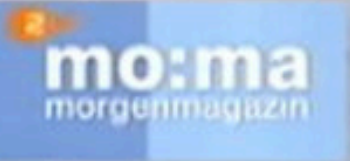
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heute 20:15





AEPDE
Autorite Europeenne
de Protection
des Droits et de l'Egalite

INVESTIGATION REPORT

INCLUSIVE TOURNAMENT



AUDITED ORGANISATION

Non-profit Sports Club
preparing for a tournament

MISSION CONTEXT

Following an anonymous report of ongoing sexist behaviour, the AEPDE was mandated to investigate:

- ☐ Communication posters
- ☐ Sexist behaviour within the staff team
- ☐ Meeting minutes
- ☐ The behaviour of the club's supporters

and to recommend an action plan before the tournament.

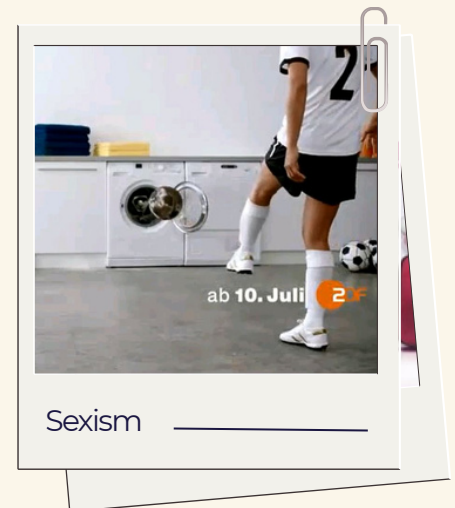
1 COMMUNICATION POSTERS



Sexism _____



Sexism _____



Sexism _____

2 SEXIST BEHAVIOUR WITHIN THE STAFF TEAM

Observed situation	Type of sexism
Sophie is constantly interrupted	
Léa is told that carrying a heavy crate is too physically demanding for her	
Marc tells Julie that her place is in the kitchen	
Valentin talks about "reverse sexism"	

3

ANALYSIS OF MEETING MINUTES

Observed factors contributing to a sexist climate:

☐	_____
☐	_____
☐	_____
☐	_____
☐	_____



4

TIME FOR ACTION

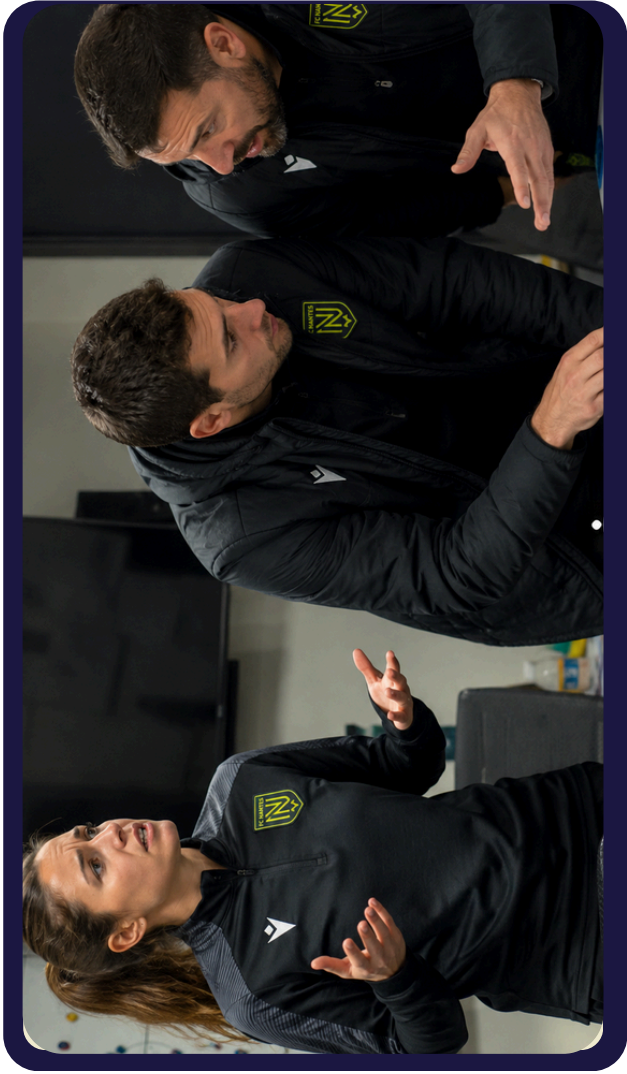
ACTIONS TO IMPLEMENT

**Easy-to-implement actions
(Short term, low resources)**

**Long-term actions
(Results in 6-12 months)**

MEASURABLE INDICATORS







SITUATION

During a strategic meeting of the club's staff, Sophie, the coach, tries to share her idea about the team's defensive rotation. Thomas interrupts her: *"Yes, yes, we'll see about that later, but listen to my proposal..."*

A few minutes later, she tries to speak again, but Lucas starts talking before she can finish. Sophie, slightly annoyed: *"If I can finish my sentence for once... thank you."*



SITUATION

Léa is about to move a crate of equipment to make room for the team. Antoine approaches and says: *"Let me do it. It's too heavy for you."* Léa smiles politely, but it is the third time he's said that to her this week. She replies calmly:

"Thanks, but I'm a physiotherapist. I handle this kind of work every day. If I need help, I'll ask."



SITUATION

Julie suggests an innovative training method to improve players' recovery. Marc sneers: *"Honestly, Julie, a woman's place is in the kitchen, not on the sidelines, isn't it?"*



SITUATION

Around the club bar, Camille mentions an article about the rise in reports of violence against women. Valentin, annoyed, says: *"Honestly, that's all people talk about! Men suffer too, but nobody talks about it. It's becoming reverse sexism."*



Monday, 4 March 2030 - Budget Meeting

- President: Who will approve the invoices and keep track of the expenses?*
- Sophie: I can do that. I'm good with numbers.*
- President: Perfect!*
- Luc: I can negotiate with suppliers for large purchases.*
- President: Very good. And what about the children's registrations for the tournament?*
- Max: I'll take care of the registrations. I enjoy dealing with parents.*
- President: Great, everyone has their own role.*

Tuesday, 12 February 2030 - Sponsors' Meeting

- President: Who meets with the sponsors to discuss contracts?*
- Luc: I negotiate the big deals.*
- President: And who handles the administrative follow-up and reminders?*
- Max: Too boring for me.*
- President: Okay.*
- Luc: The girls in the office take care of it, they are patient and nice on the phone.*
- President: Yes, a woman's smile makes all the difference!*

Monday, 25 February 2030 - Communication meeting

- President: We need to promote the tournament better. Any ideas?*
- Sophie: I've been working on our social media, we could post some stories...*
- Luc (interrupting): Yeah, but come on, stories are for kids. I think we should make some proper posters.*
- President: Good idea Luc, posters always work.*
- Sophie (continues): But to reach families, the stories...*
- Luc (interrupting): Sophie, that's sweet, but let the guys handle the real strategy.*

President: We'll go with the posters then, thanks Luc.

"It's not easy to concentrate when they're wearing shorts."

"It's great to see such a mixed team."

"Great play, fantastic team spirit!"

"You're good for a girl."

"Good pass, well done!"

"You really motivate everyone on the field!"

"She plays well... and she's cute too."

"Not bad, your shot... for your first time."

"Stop playing like a girl!"

"Nice control, you're in great form today."

"Great reflexes, well done!"

"They run like men. Not bad!"

"Girls would never make a tackle."

"You need to hit it hard, not like a little girl."

"Good finish, you've improved since last time."

"SOLID DEFENDING, YOU'RE DOING GREAT!"

"They should wear shorter outfits. It would be more appealing."

"With a smile like that, we will forgive her mistakes."

"That girl isn't bad up front."

"Nice volley, good try."



**Fair play
comment**



**Sexist
comment**

Together, we are changing practices to make small social economy organisations more inclusive.