

**INTERNATIONAL DAY
AGAINST HARASSMENT AND FOR INCLUSION
IN THE WORLD OF WORK**

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**FRIDAY 23 MAY 2025
GENEVA**

INTERNATIONAL DAY
AGAINST HARASSMENT AND FOR INCLUSION
IN THE WORLD OF WORK

Program



13h45 : Opening speech

- **Joëlle Payom - Founder and President of Rezalliance**

Joëlle Payom is a consultant, speaker, and moderator specializing in the prevention of workplace harassment and the promotion of inclusion. As the founder of *Rezalliance* and the *Rez-Care.com* platform, she supports organizations and individuals in creating work environments that are more respectful, inclusive, and fair. She designs tailored training programs that combine law, sociology, and coaching to transform leadership and interpersonal dynamics.

As the initiator of the *International Day Against Harassment and for Inclusion in the World of Work* (www.24may.org), she strives to embed care, equity, and respect into organizational cultures sustainably. At the intersection between strategic consulting, training, and social advocacy, she helps those ready to move beyond intentions to start to actively build, step by step, a workplace that is fair in its practices, equitable in its structures, and deeply human.



- **Arnaud Bürgin – Deputy General Director (FER Genève)**

Arnaud Bürgin is the Deputy Director General of the FER Geneva (Fédération des Entreprises Romandes Genève). He began his career there in 2013 as a lawyer in the legal assistance and advisory service, before becoming Secretary General of the Group of Multinational Enterprises, and later Director of the Professional Associations Department. In the spring of 2022, he joined the Foundation for the attractivity of the Canton of Geneva as General Director, where he played a key role in promoting innovation and the competitiveness of the Geneva region. Holding a master's degree in law, a lawyer's certificate, and an LL.M. in business law, Arnaud Bürgin has gained extensive professional experience in key sectors of the Geneva economy, including watchmaking and banking. His professional background provides him with an excellent global and multidisciplinary perspective on the economic life of the canton.

Why stand behind this International Day?

This day holds great significance, because the quality of a professional environment cannot be measured solely by numbers and performance indicators, but also – and perhaps above all – by how each person is valued and heard. The world of work must be a space of respect, equity, and inclusion where everyone, regardless of their background, gender, identity, or journey, has their rightful place.



14h00 – 14h45 : Economic Peace : A new perspective on prosperity and social cohesion.

- **Lecturer : Dominique Steiler - Founder of the UNESCO chair for a culture of economic peace, senior professor, research fellow at CTI Princeton**

Dominique Steiler holds a PhD in management from Newcastle University and lecturer. He created the UNESCO chair 'For a Culture of Economic Peace.' His research focuses on personal and managerial transformation, suffering, well-being, mindfulness meditation, peace, and joy, and their relationship to performance and life. He is also a research fellow at the Center for Theological Inquiry at Princeton, NJ. A former naval aviation fighter pilot and Olympic team coach, he guides managers in France and abroad.

Why stand behind this International Day?

The business world has long forgotten that the very purpose of the economy is to serve the common good by strengthening the social fabric. The challenge is how to move from an economy that sees the world as an object of exploitation to a world of relationships. Strengthening our ability to 'learn from elsewhere – learn from others' is fundamental. Difference should not be seen as a wall that divides, but as a 'between,' a space for meeting and exchange.



- **Moderator : Maya Dougoud - Co-founder & President Struktuelle**

Maya Dougoud works as a legal counsel in academia (University of Applied Sciences and Arts Western Switzerland in Fribourg and SWITCH) with focussing on, ICT-law, data protection, intellectual property and public law. She also conducts research as part of her work with the HumanTech Institute of the School of Engineering and Architecture Fribourg and as an associate professor at the School of Management Fribourg (HEG-FR). Having trained at the University of Fribourg's Faculty of Law, she worked in a bilingual (F/G) law firm specializing in business law, then in the Office of the Public Prosecutor. She leads ICT projects and is also involved in social projects through her association, 38.5. She is the former and youngest president of Women lawyers Switzerland and is now president and co-founder of Struktuelle..

"To enforce an action beyond merely expressing an intention."



- **Panel member : Valentina Beghini - Legal Specialist, Violence, Harassment and Non-Discrimination at the International Labour Organization**

Ms. Valentina Beghini is a lawyer by training, holding a Ph.D. in European and Comparative Legal Studies, with over 15 years of experience at national and international levels. She has worked with governmental agencies, the United Nations, NGOs, and in the private sector in Europe, Southeast Asia, and sub-Saharan Africa. She has worked extensively on fundamental principles and rights at work, international labour standards, gender equality and children's rights. She currently serves as a legal specialist on violence, harassment, and non-discrimination in the Gender, Equality, Diversity & Inclusion Branch of the International Labour Organization (ILO) in Geneva. In this role, she has led and supervised efforts to promote the ratification and implementation of the ILO Violence and Harassment Convention, 2019 (No. 190), and its accompanying Recommendation (No. 206).



- **Panel member : Valérie Borioli Sandoz - Head of Equality and Work-Life Balance Policy. Travail.Suisse**

A graduate of the University of Neuchâtel (Bachelor of Arts), Valérie Borioli Sandoz began her commitment to equality within the federal administration, where she notably chaired a voluntary working group at the Federal Statistical Office. After a period working in smoking prevention in the canton of Fribourg, she joined Travail.Suisse in 2007, where she took charge of equality and work-life balance issues. She has led several key online service projects for the general public, such as www.informaternite.ch, www.mamagenda.ch, and www.info-workcare.ch, and initiated the project www.respect8-3.ch, dedicated to combating wage discrimination in Switzerland.

Understanding that work-life balance spans from childhood to old age, including periods of illness or accidents that can lead to dependency, Valérie Borioli Sandoz contributed to the creation of the Community of Interest for Carers (CIPA – www.cipa-igab.ch), which has been advocating for the interests of informal carers since 2019.

As a member of the management team at Travail.Suisse, she continues her commitment to equality and reconciliation of work and family life, representing the organization on the Federal Commission for Family Issues (COFF), the board of Pro Familia Switzerland, and the Federal Statistics Commission.

Why stand behind this International Day?

The looming pendulum swing with the return to power of autocrats and political movements advocating exclusion and countering the temptation of "backlash", makes this International Day a powerful statement of our determination to resist any reduction of hard-won rights and to continue their advancement. Only a society that respects and includes all its members and minorities, and that firmly condemns exclusion and harassment, can truly thrive for the benefit of everyone."



18:00 | Special Address

- **Stéphanie Lachat - Co-Director of the Swiss Federal Office for Gender Equality**

Stéphanie Lachat is speaking in her capacity as co-director of the Swiss Federal Office for Gender Equality (BFEG). She has extensive experience in both public administration and the private sector. Since 2021, she has worked as a strategic advisor to the government of the canton of Neuchâtel, Switzerland. Previously, she spent eight years as head of communications, public relations, and digital channels at a major watchmaking brand. She has a solid academic background in gender studies and history. Her PhD in social and economic sciences focuses on public and private actions promoting equality, particularly in balancing professional and private life.

Why stand behind this International Day?

"The economic autonomy of women is at the heart of public equality policies in Switzerland and international standards in this area. This undoubtedly requires equal, safe and sustainable employment conditions."

18:30 | Discussion Panel - Economic peace : Reconciling organizational performance with respect for human dignity.

- **Panel member : Matthey - Vice President IOE – International Organisation of Employers**

Blaise Matthey is Vice-President (Europe and Central Asia) and Treasurer of the International Organisation of Employers (IOE), a full member of the Board of Directors of the International Labour Organization (ILO), and the Swiss Employers' Delegate to the International Labour Conference (ILC). He is currently Special Advisor for Industrial Relations at the Swiss Employers' Union (UPS) and the Federation of Geneva Businesses (FER). He is a member of the Board of the Foundation of Buildings for International Organizations (FIPOI), a member of the Federal Commission against Racism, and a member of the Board of Trustees of the Graduate Institute. He also serves on several boards of charitable organizations. From 2007 to 2023, he was the General Director of FER.

Why stand behind this International Day?

"This day is an opportunity to highlight that a balanced and productive workplace is built on respect and diversity."



15h00 – 15h45 : Corporate Philosophy : Rethinking management for healthy and sustainable leadership.

- **Lecturer : Thibaud Brière - Corporate philosopher - Author : "Toxic Management"**

Thibaud Brière, former corporate philosopher for an industrial group, is a graduate of HEC (Paris), holds a DEA in philosophy (Sorbonne), and is a laureate of the Academy of Moral and Political Sciences. In November 2021, he published Toxic Management with Robert Laffont, which recounts his experience as a philosopher working in a large company marked by institutionalized moral harassment. He is also active in the education sector, aiming to promote, notably, a school free from bullying, with the goal of shaping free individuals.

Why stand behind this International Day?

"Given a few managerial excesses, it is crucial to give voice to people and encourage practices that foster diversity well beyond a mere consensual variety."



- **Moderator : Marie-Amaelle Touré - Journalist Le Temps**

A journalist at Le Temps since 2018, specializing in societal issues, racism, sexism, and ableism: my work focuses primarily on discrimination and inequality.

Why stand behind this International Day?

"The International Day Against Harassment and for Inclusion in the Workplace holds crucial importance in a context where discrimination, abuse of power, and psychological violence remain all too frequent realities. It provides an essential platform for exchange to raise awareness, and prevent and encourage best practices in the workplace."



16h00 – 16h45 : Human rights and legislation: What legal frameworks for a fairer economy?

- **Lecturer : Maya Hertig Randall - Vice Dean & Professor of constitutional law at the University of Geneva**

Maya Hertig Randall holds a Ph.D. from the University of Fribourg, a first class LL.M. from the University of Cambridge, UK, and was admitted to the Geneva Bar in 2002. Before joining the Faculty of Law of the University of Geneva as a full professor of constitutional law in 2007, she was a junior and the senior research fellow, then assistant professor of European and international business law at the University of Bern, and a visiting scholar at the Central European University in Budapest, Hungary, and the University of Michigan in Ann Arbor. Her research and publications in french, german and english focus on international and comparative human rights. From 2012 to 2023, she was a member and then vice-president of the Swiss Federal Commission against Racism. She has been a member of the International Committee of the Red Cross (ICRC) since 2014. At the ICRC, she is President of the Recruitment and Remuneration Commission and a member of the Independent Data Protection Commission. Within the Faculty, she co-directs the Certificate of Advanced Studies in Human Rights and the Law Clinic on the Rights of Vulnerable Persons and currently holds the position of Vice-Dean.

Why stand behind this International Day?

Creating an inclusive and harassment-free workplace is not just a moral or economic imperative, it is a human rights obligation that requires constant effort. At a time when diversity and inclusion are under increasing pressure, the International Day against Harassment and for Inclusion at Work is a timely and important event, not only to defend, reaffirm and explain the values at stake, but also to reflect on further ways forward.



- **Moderator : Frode Hvaring - Managing Director NOVELIA**

Frode Hvaring is an expert in organizational strategy, corporate culture, and talent management. With international experience as a COO and CHRO, he serves as a guest lecturer in global leadership at the EHL and HEG. He guides companies seeking to align their governance, processes, and culture to enhance human performance.

Why stand behind this International Day?

Neutralising biases is not difficult at all, if we look at them as concrete actions at our own level. It is obvious to me that too many talents are underutilized because we consider only part of the population. For me, there is no question of depriving ourselves of 100% of the talents available !



17h00 - 17h45 : Voices of Change – Harassment Prevention: From School to the Workplace: Testimonials and Solutions.

- **Speaker : François R. BERNARD - President Rotary Club Martigny 2024-2025**

François Bernard is a business leader with an international background. He has led organizations in Switzerland, Asia, the United States, and the Middle East, notably at the head of his own interior design and hospitality management company. A graduate of a top business school and trained in marketing, he combines strategic vision with a strong grasp of on-the-ground realities. As a committed philanthropist, he has been a long-standing member of Rotary, with involvement in Lausanne, Colombo, and Malé. He currently serves as president of the Martigny club for the 2024–2025 term.



- **Speaker : Virginie Dalibard - Head of HR ESPOIR 73**

With solid experience in the field of human resources, Virginie Dalibard has always been driven by the desire to create inclusive and respectful work environments. Throughout her career, she has implemented concrete training programs on harassment prevention ensuring they leave a lasting impact and drive meaningful change. She strongly believes that every employee should be able to thrive in a workplace where respect and tolerance are fundamental.

To ensure the effectiveness of these initiatives, She has chosen to collaborate with external experts like Rez Care.com, bringing a fresh and neutral perspective. Her goal is to establish the right “professional distance” while strengthening inclusion within her team, ensuring that every individual feels heard and valued.



- **Speaker : Claudia Saviaux Druliolle - Head of HR - Municipality of Meyrin**

Claudia Saviaux Druliolle, Head of Human Resources for the Municipality of Meyrin (Switzerland), is a passionate HR expert with a rich and diverse career spanning public administration, the private sector, and education. She assists organizations in transforming their HR and managerial practices. Driven by values of care, inclusion, and co-construction, she is committed to fostering agile, human-centered, and supportive work environments. She specializes in change management, mediation, negotiation, and continuous improvement. Her approach places a strong emphasis on collective intelligence, autonomy, conflict prevention, and the management of psychosocial risks. Her motto: unleashing creativity and efficiency within teams through a culture of feedback, diversity, and trust. For Claudia, challenges are best tackled collectively, by fostering innovation and resilience in every individual.



17h45 - 18h : Artistic performance

- **Sébastien Eyssette - Experienced multidisciplinary artist: actor, opera singer, and stage director.**

Why stand behind this International Day?

I am convinced that establishing an International Day Against Harassment and for Inclusion in the Workplace is essential today. It allows us to fully grasp the suffering caused by the various forms of harassment and discrimination, not only for the victims and their loved ones, but also for the organizations themselves, given the human and economic consequences.