

PILLAR 2 MEG SOCIAL COMMITMENT

Actions taken

Employees

- MEG **raises awareness** of noise pollution among its staff (ear muffs in the technical rooms with technical premises with good practice sheets).
- The Museum actively fights against irritants in the workplace, in particular by means of questionnaire (assessment of **psycho-social risks**).
- The MEG has **eliminated the chemicals** that have the greatest impact on health.
- MEG integrates most risks (mechanical, physical, chemical, psychological) in its **Occupational Health and Safety (OHS) approach**.
- MEG **facilitates the dialogue** with the hierarchy and between the people of the team.
- MEG has implemented a project management methodology that allows for a horizontal management **horizontal management**.
- The Museum promotes the **evolution of the personnel** within its structure (job description, professional interview, training plan training plan, numerous internal and external training courses available).
- The organization is **invested against** most of the **inequalities** related to age, gender, socio-professional categories and various categories and various disabilities.
- The MEG is also fighting against inequalities affecting various **minorities**.
- The Museum is working to improve the **flexibility of working hours** and has made **tele-commuting** a permanent part of the working conditions of the administrative staff part of the working conditions of the administrative staff (with a formalized procedure) by applying the regulations of the City of Geneva.
- The MEG, through its Human Resources department, has set up a formalized **tutoring period** as well as a formalized tutoring period as well as an awareness of the protection of cultural property for new employees (permanent, auxiliary, trainees, civil servants)
- MEG offers its staff **fresh, organic, local and seasonal fruit** every week as part of the Sustainable Food Charter issued by the City of Geneva.
- MEG employees are invited to an **annual feedback** session on the **eco-responsible actions** implemented over the past year.

Users

- The organization has worked to make the **visit of users** as **pleasant** as possible in all sectors and spaces accessible to the public all the sectors and spaces accessible to the public (exhibition rooms, library, reception area for workshops and conferences, the MEG Café, exhibitions in the green courtyard etc.).
- The MEG has taken care of the **general atmosphere** of the Museum by proposing warm reception areas, and tempered, with a reduction in noise pollution and the implementation of a maximum comfort level for the exhibitions.

- The Museum has worked on the **quality of the reception of the public** with tailor-made training for the reception staff.
- MEG **takes into account the opinions of the public** (suggestion box, social networks, motivation questionnaire, public consultation during the process of changing the name of the institution,...).
- The organization manages the **data** of its visitors with transparency and security.
- The MEG promotes **access to culture for people who are prevented from attending**, who are far away, who are in difficulty, vulnerable and precarious.
- The Museum seeks the **inclusion of the underrepresented population** in its audience, particularly because of their social, cultural, religious or economic characteristics economic characteristics.
- The Museum provides free **sanitary towels** in its public toilets for its visitors for its female visitors.
- The City of Geneva has taken disabilities into account in the design and/or **accessibility** of its structure. Easy access to the buildings has been integrated from the design of the new building and the renovation of the existing buildings the design of the new building and the renovation of existing spaces.
- The Museum has put in place conditions for visits adapted to **people with disabilities** disabled people: the structures have been adapted to facilitate access for people with reduced mobility magnetic loops for the hearing impaired, adapted activities, rumble strips, pictograms, etc.
- The MEG is particularly **inclusive** in terms of disability and co-constructs its cultural offer with people with disabilities and professionals from the sector.
- The institution has put in place measures to ensure **optimal accessibility** for all audiences to all publics: visits adapted to different disabilities and to different publics as well as for the elderly and families, loan of audioguides compatible with compatible audioguides, the possibility to sit in each room, etc.
- In **collaboration with the association HAU** (Handicap-Architecture-Urbanisme), an inventory of all the possibilities of improvement of the cultural activities of the Museum has been was carried out.
- The MEG library, a public service accessible to all, is very active. It **supports** research, teaching and exhibitions.
- The MEG will soon inaugurate in its garden an **exhibition on its eco-responsible actions actions linked to the 17 SDGs** (Sustainable Development Goals established by the UN). This exhibition will be translated into FALC (easy to read and understand).
- The City of Geneva's Centrale municipale d'achat et d'impression (CMAI) sets **high social criteria** for its calls for tender: social security cover for staff, respect for the principle of equality between men and women, signatory to a collective agreement, respect for professional practices in force in Geneva, etc.