



Hello,

One might think that it's understood, in the Western world: that we're all free – in this day and age – to live out our sexuality as we please. And yet! Homophobia is far from eradicated. Stereotypes die hard and homosexuals – as well as people imagined to be homosexual – are targeted much too frequently by acts of violence. This is a fact of life, despite the progress made in the past decades.

Companies are not supposed to meddle with people's personal lives. So should they do nothing? Is it enough to make sure we don't discriminate in the workplace? And trust in the evolution of mentalities? For a time, we thought as much. But the fact is that many in the LGBT community continue to hide their sexual orientation at work. Not because it's nobody's business: because they are afraid of the consequences.

In our countries, in our workplaces, homosexuality remains a taboo and a source of discrimination. This is a fact. And it's unacceptable.

Of course, at Orange, we're already taking action against all forms of discrimination, but we need to do more. We must speak out forcefully against stereotypes, beat them back, and support any colleague they affect – either because he/she endures hostile behaviour and discrimination, or because he/she remains “in the closet”, lying, faking, worrying.

On this International Day Against Homophobia, we decided to promote – as extensively as possible – *Comin' In*, a documentary featuring homosexual employees in major French companies. The film portrays the pain of wearing a mask and the importance of lifting the veil on one's sexual orientation, of being oneself at work.

I wish to express my deepest respect for the eight employees of Orange, Accenture and GdF Suez who accepted to testify on film. They took the risk of revealing themselves publicly. They did it simply, in the name of so many others. I think this is what makes the film so powerful: the reserve, the softness with which they tell their stories goes straight to the heart.

I hope many of you will take the time to watch this film, which will be screened today at many Orange sites around the world.

I also hope you will be touched, as I was. And I hope these stories can help us build together teams that are more open to dialogue and exchanges of views that are more and more diverse in their make-up. Because it's precisely the diversity of personalities, skills and backgrounds that makes our company strong.

Regards,

Christine Albanel

Meet us on our website www.Mobilisnoo.org or visit our community [Mobilisnoo](#) on Piazza for more information about our LGBT network of Orange or just to ask any question about us.

**LGBT = Lesbian , gay , bisexual , transexual*