



Initiative

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Accor has implemented the anonymous CV in France

As a part of Accor's commitment to diversity and the fight against discrimination, **Accor has implemented the anonymous CV on the recruitment and career website AccorJobs France.**

This will ensure that the initial selection of candidates is **uniquely based on the applicants training, experience and skills**. This provides testimony to Accor's engagement on the subject of diversity in the company and the **equal treatment of candidates in the recruitment process.**

Following a preparatory test which was conducted in the regions of Paris and Lyon in collaboration with the Diversity Department and French Employment Department, the anonymous CV was implemented through out France for **all the activities** in Hospitality, Lenôtre and Compagnie des Wagons-lits. **The candidates first and last names, nationality, sex, age and e-mail address are hidden** from the recruiter during the selection process before an interview.

Therefore, the objective of the anonymous CV is to **avoid any discrimination, conscious or subconscious**, linked to the age, sex or origins of the candidate. The national implementation is accompanied by a training and communication campaign for managers over the year 2009.

The action is present in the commitments of the Group in favour of diversity in the company signed by Accor in 2007.

[To learn more about the diversity in Accor](#)