

Racism and racial discrimination are social realities that affect all areas of life.

- Racist remarks, acts and behaviours do not necessarily occur frontally and directly. Racism can also be encountered in our everyday life, “under the form of subtle racial discrimination acts, such as being ignored, ridiculed or treated differently”.
- Discrimination may affect:
 - Access to employment, dismissals;
 - Access to private goods and services (housing, loans, leisure activities);
 - Access to public services (education and training).

It is important to know and assert your rights.

It is also important to report a racist or discriminatory situation, when you are facing one.

To make an appointment, you can contact the:

Service of intercultural cohesion

Service de la cohésion multiculturelle - COSM:
Place de la Gare 6
2300 La Chaux-de-Fonds
Tél. +41 (0)32 889 74 42
Fax +41 (0)32 722 04 04
Email : cosm@ne.ch

COSM Offices:

La Chaux-de-Fonds

Place de la Gare 6
2300 La Chaux-de-Fonds
Monday to Thursday: 1:30-5:00 pm

Neuchâtel

Rue de Tivoli 22
2000 Neuchâtel
Monday to Thursday: 1:30-5:00 pm

Fleurier

Rue du Temple 8
2114 Fleurier
Thursday: 1:30-5:00 pm



For more information:

Service of intercultural cohesion

Service de la cohésion multiculturelle - COSM
www.ne.ch/cosm

Federal Commission against Racism

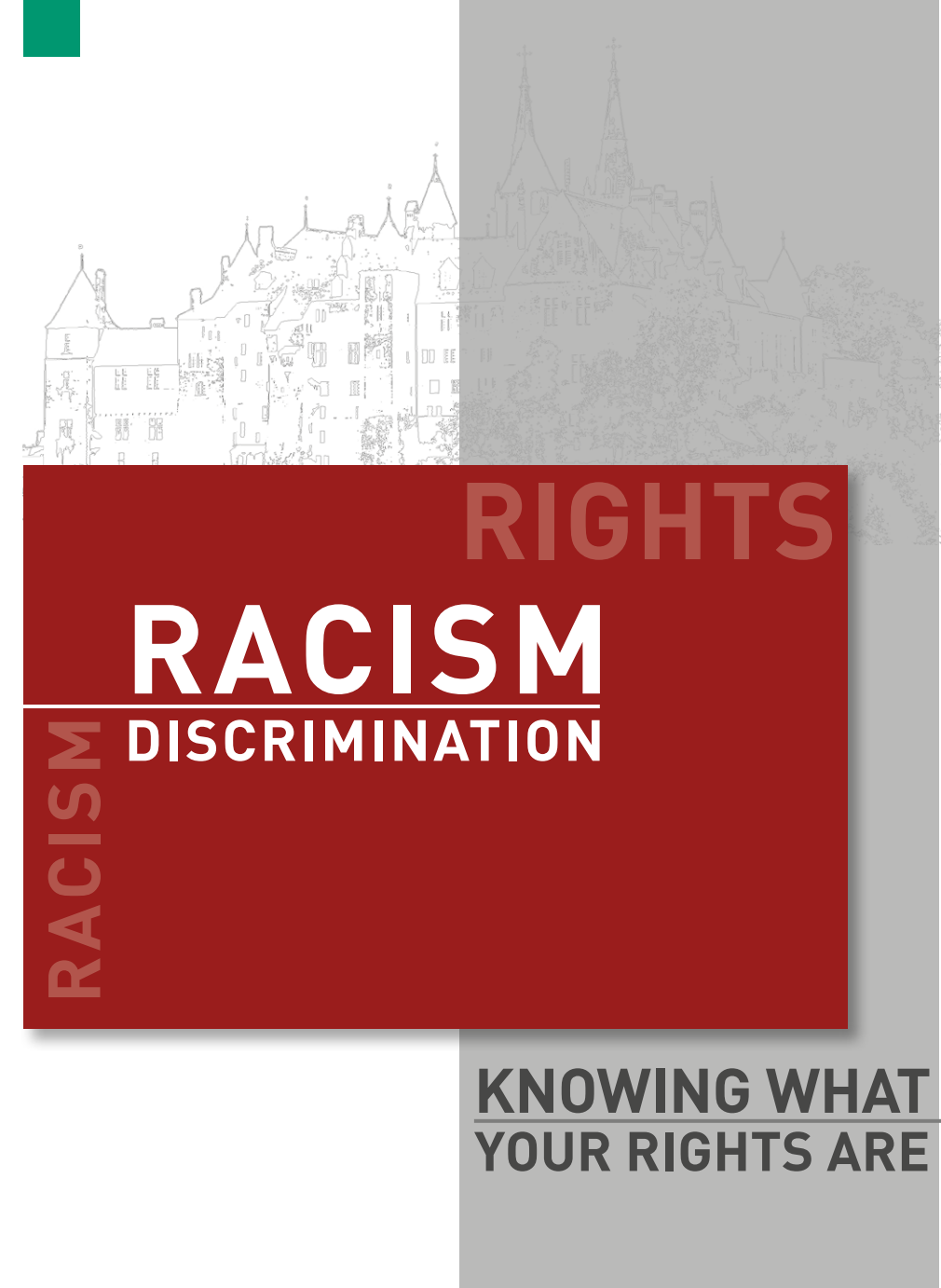
Commission fédérale contre le racisme CFR
Inselgasse 1
CH-3003 Berne
tél. +41 58 464 12 93
ekr-cfr@gs-edi.admin.ch
www.ekr.admin.ch

Service against Racism

Service de lutte contre le racisme (SLR)
General Secretariat DFI
Secrétariat Général DFI
Inselgasse 1
CH-3003 Berne
Tél +41 58 464 10 33
ara@gs-edi.admin.ch
www.slr.admin.ch

www.ne.ch/cosm

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HOW TO DEAL WITH A SITUATION OF RACISM OR RACIAL DISCRIMINATION?

Are you a **victim** or **witness** of racist remarks or acts?

Do you feel that you have been discriminated because of your origin, your religious background or the colour of your skin, by an individual, an association, a company, or a public service?

You can contact the service of intercultural cohesion (service de la cohésion multiculturelle - COSM) to receive information, advice and orientation.

The collaborators of the COSM are at your disposal to:

- Provide support and listening
- Identify a situation of discrimination
- Provide information and advice on possible legal actions
- Provide administrative support
- Propose mediation

All individuals who have been a victim or witness of racism and/or discrimination can benefit from a consultation, regardless of their residence status. Consultations are free and confidential, and an interpreter can assist you if needed.

OBJECTIVES OF THE COSM

The COSM is responsible for the coordination of the intercultural integration policy of the State of Neuchâtel.

Its objectives and services have been defined by the Integration and Intercultural Cohesion Law (RSN 132.04).

This law aims to promote **the social cohesion, equal dignity and wellbeing** of every person who lives in the State of Neuchâtel, in particular by encouraging harmonious relations and mutual understanding between Swiss people and foreigners or persons with a migration background.

It aims to look for and apply solutions leading to intercultural integration, the full participation of persons with a migration background in society and, more generally, it aims to **promote equality of rights and duties as well as non-discrimination** for all within the limits of the Constitution and the Law (Art. 1).

The State of Neuchâtel wants to be exemplary regarding the management of diversity. A roadmap was designed in 2018 to guarantee that its administration is egalitarian and open to diversity, while pursuing to support awareness and information actions (Neuchâtel's week of action against racism, Neuchâtoji, Refugees' day).

For more information:



WHAT DOES THE LAW SAY?

In Switzerland, racism and racial discrimination are prohibited by law.

Racist acts and remarks as well as racial discrimination are punishable offences under the conditions defined by the criminal provision against discrimination and incitement to racial hatred.

Thus, under Art. 261a of the Penal Code (code penal – CP) and Art. 171c of the Military Penal Code (code pénal militaire - CPM), **acts consisting in publicly denying**, explicitly or implicitly, **the right to equal treatment** for certain individuals because of the colour of their skin, their ethnic background, their religion, or their sexual orientation **are punishable**, as is the refusal to provide services or goods intended for a public use based racist motives.

THE IMPORTANCE OF REPORTING AND TESTIFYING IN THE FIGHT AGAINST RACIST ACTS AND DISCRIMINATION

Making an inventory of cases of racism and racial discrimination contributes to the national monitoring of the fight against racism. It is important to testify and/or report the cases you encounter.

The COSM is a member of the consultation centres for victims of racism network in Switzerland. Humanrights.ch* is the organisation in charge of coordinating this network and of making the annual inventory of all the racist and discrimination cases reported within the frame of these consultation centres.

A review report is jointly published by Humanrights.ch and the Federal Commission against Racism (Commission fédérale contre le racisme - CFM) every year.

* The criminal provision against racial discrimination entered into force on 1st January 1995. It has been extended to all forms of discrimination based on sexual orientation since 1st July 2020.