



Gender Equality Mission

Support in situations of Sexual

Harassement

and Sexist Acts

Foreword

The Faculty of Science and Engineering at Sorbonne University must respect the rights of all members of its community and guarantee that these rights are respected by others, by ensuring that all professional and educational relationships are conducted in a spirit of dignity and respect for all. It must also enforce French law, notably the principle of equality, by eliminating all forms of discrimination and violence.

The Gender Equality mission has instigated a safety and management plan for sexual harassment and sexist acts towards all faculty and staff members and users (students). The Faculty of Science and Engineering is committed to a policy to reduce psycho-social risks so as to ensure a good quality of life and wellbeing.

This memo is an internal document, inspired by the vade mecum published by the French Ministry of Higher Education, Research and Innovation.

This memo will allow you in particular to :

- > Recognize a harassment situation;
- > Know how to react ;
- > Listen better;
- > Provide guidance to members of the community who are victims of harassment ;
- > Have the right contacts in the Faculty of Sciences and Engineering.





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Recognising cases of harassment

THESE ACTS CAN TAKE SEVERAL FORMS:



« She should have dressed differently ».

Very often, victims of sexual violence are thought to be responsible for the violence they are subject to. They are accused of having 'provoked' the aggressor through their clothes, behaviour or something they said.

We should remember that the only guilty party is the individual carrying out the aggression. This person is responsible for his/her acts, often holds a hierarchically or symbolically superior position, and is well aware of what he/she is doing. (CLASCHES guide).



The following acts fall under the legal definition of sexual assault and are punishable by law :

- > Unwelcome groping (hands on buttocks, breasts, hips, etc.);
- > Exhibitionism (a staff member conspicuously masturbating in the presence of colleagues);
- > Forcing someone to look at content of a sexual or pornographic nature or diffusing such content;
- > Rape (all types of oral, anal or vaginal penetration), considered as a crime under the law.

These acts can take place in many different places

WHEREVER THE INCIDENT TAKES PLACE, THE FACULTY OF SCIENCE AND ENGINEERING CAN AND SHOULD TAKE ACTION WHEN A MEMBER OF THE COMMUNITY IS INVOLVED.

During lessons, in a room or lecture hall (oral or written exams)



On campus and in communal spaces (corridors, cafeteria, library, canteen, toilets, garden, etc.)



In the offices of a professor, doctoral student or administrative staff member



In sports halls or on sports fields



When travelling to or from the university or at a work or training placement



But also over the internet, by email or on social media



At parties, on university trips, during integration days



At home (whether in student residence or not)

Speaking to professionals

YOU SHOULD FIRST MAKE CONTACT WITH :

- THE GENDER EQUALITY MISSION
- THE MANAGEMENT OF YOUR STRUCTURE, TEACHING DEPARTMENT OR DOCTORAL SCHOOL.

Students

For material and educational support	<ul style="list-style-type: none">• Social workers
For psychological and medical support	<ul style="list-style-type: none">• The service universitaire de médecine préventive et de promotion de la santé (SUMPPS, University Department for Preventive Medicine and Health Promotion)• The clinic on the Pierre et Marie Curie campus
For legal support	<ul style="list-style-type: none">• The Paris City Council provides free legal aid• The police station

Staff members

For material support and personalised help	<ul style="list-style-type: none">• The human resource manager at your faculty• Social workers• Designated staff representatives or members of the CHSCT (Comité d'Hygiène, de Sécurité et des Conditions de Travail / Committee for Health, Safety and Working Conditions) at the University and the faculty of Science and Engineering
For psychological and medical support	<ul style="list-style-type: none">• The medicine and safety department• The clinic on the Pierre et Marie Curie campus
For legal support	<ul style="list-style-type: none">• The legal affairs manager• The Paris City Council provides free legal aid• The police station

The names, job titles and contact details of the designated contact people at the Faculty of Science and Engineering can be found from p. 12 onwards.

These contact people are not a disciplinary body, but they can provide information and a space to talk. They act in strict adherence to the law on information and freedom. All interviews are confidential.

Sexual harassment and sexist acts

Sexual harassment can occur in two types of situation: a single act - putting serious pressure on any person with the real or apparent intention of obtaining an act of a sexual nature in exchange for a benefit or a promise that any repercussions or sanction will be avoided; or a repeated act - repeatedly speaking, writing or behaving with sexual overtones, and imposing this on a person without their consent. These acts aim to affront, or have the effect of affronting, the dignity of the victim by creating a degrading, humiliating or offensive situation.

Sexist acts in the workplace include sexist remarks or jokes, incivilities relating to gender, over-familiar questioning and sexist thoughts about maternity or family obligations etc. They can fall under the notion of psychological harassment.

These situations are subject to disciplinary sanctions (reprimand, dismissal) and penal sanctions (up to 2 years imprisonment and fines of €30,000 for sexual harassment).

Reporting

To put an end to sexual harassment and sexist acts, it is important to report all incidents

To do so, the person who believes he/she is a victim should report this, preferably in writing, to his/her management, or structure or teaching department head, providing precise details. He/she can also report the incident to a preventive medicine doctor, social worker, or designated staff representative, etc. The human resource manager should oversee the cases reported.

Staff members who are victims of sexual harassment or sexist acts can benefit from functional protection.

Reporting serious incidents such as sexual harassment or sexist acts, and even taking them to court, makes it possible to recognise the facts, and to protect ourselves and other potential victims.

Is Sorbonne University liable for these risks?

SORBONNE UNIVERSITY MAY HAVE A LIABILITY IF IT IS SHOWN TO HAVE NEGLECTED ITS OBLIGATIONS :

- Obligation to prevent discrimination and violence, by way of a general principle of prevention in terms of health, safety and working conditions (see in particular the circular of 4th March 2014 relating to combatting harassment in the French civil service).
- Obligation to protect the person who denounced the incident(s) from further harassment.
- Obligation to bring cases before the competent disciplinary authorities when incidents appear sufficiently substantiated and constitute sexual harassment (circular of 9th May 2018).
- Obligation to report any known crime or infraction to the public prosecutor (art. 40 of the French Penal Procedure Code).



The fact that Sorbonne University has implemented this policy to combat sexual harassment and sexist acts and sexist and sexual violence clearly signals its desire to take into account and respect the dignity and integrity of all people.



Contact details

Gender Equality Mission

✉ sciences-mission-egalite@sorbonne-universite.fr

Administration contact details

Preventive medicine department for students (SUMPPS)

✉ sumpps@sorbonne-universite.fr

📞 01 40 51 10 00, open monday to friday 8.30am to 6.30pm

15 rue de l'école de Médecine, 75006 Paris, staircase G, 3rd floor

Preventive medicine department for staff members

✉ smp@sorbonne-universite.fr

📞 01 44 27 39 33

Campus Pierre et Marie Curie, building 55, ground floor

Human Resources Department

✉ sciences-drh@sorbonne-universite.fr

Social workers for students

✉ soraya.zeggai@crous-paris.fr

✉ emilie.lacy@crous-paris.fr

Social workers for staff members

✉ catherine.baton@sorbonne-universite.fr

Prevention assistants

✉ sciences-DG-prevention@sorbonne-universite.fr

Designated staff representatives, CHSCT members

🌐 <https://intranet.sorbonne-universite.fr/fr/l-universite/representants-des-personnels.html>

Crisis hotlines for Sorbonne University staff and students

Institut en santé g n sique - Women safe

✉ accueil.universite.isg@gmail.com

☎ 01 39 10 85 35, open Monday to Friday, 9am to 5.30pm

🌐 www.women-safe.org

Crisis hotlines for everyone

Info on violence against women

☎ 3919 (also covers men).

Toll-free call from a landline, open Monday to Saturday 8am to 10pm.

🌐 <http://stop-violences-femmes.gouv.fr/-Ile-de-France-.html>

08 France Victimes (organisation managed by the French Ministry of Justice)

☎ 08 842 846 37. open every day , 9am to 9pm

🌐 <http://www.france-victimes.fr>

Ligne azur (anti-homophobia and suicide prevention hotline)

☎ 0 810 20 30 40. open every day, 8am to 11pm

🌐 <https://www.ligneazur.org>

Human rights advocates

☎ 09 69 39 00 00. Cost of a local call from a landline.

🌐 www.defenseurdesdroits.fr

Free legal aid for students


🌐 <http://www.paris.fr/aidejuridique>

Free legal advice for staff from the Ordre des avocats de Paris (Paris Bar Council)

For all information : 🌐 avocatparis.org, puis «particuliers» et «Acc s au Droit et   la Justice».

More information

Sexual harassment in higher education and research. Vademecum for establishments, 2017 edition. Downloadable

 <http://www.enseignementsup-recherche.gouv.fr/cid/113981/vade-mecum-a-lusage-des-etablissements-sur-le-harcelement-sexuel-dans-l-enseignementsuperieur-et-la-recherche.html>

French Ministry of Higher Education, Research and Innovation, equality and combatting discrimination

 <http://www.enseignementsup-recherche.gouv.fr/pid24768/egalite-et-lutte-contre-les-discriminations.html>

 <http://www.enseignementsup-recherche.gouv.fr/pid29675/lutte-contre-l-homophobie.html>

Gender equality guide

 <http://www.enseignementsup-recherche.gouv.fr/cid70662/egalite-entre-les-femmes-et-les-hommes-plan-d-action-du-m.e.s.r.html>

Clasches (Collectif de lutte antisexiste contre le harcèlement sexuel dans l'enseignement supérieur / Anti-sexist Collective to Combat Sexual Harassment in Higher Education)

 www.clasches.fr. Guide pour s'informer et se défendre, 2014.

Faculté des Sciences et Ingénierie

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