



Guidance & support in cases of gender-based and sexual violence

Sorbonne University respects the rights of all members of its community by ensuring that professional and pedagogical relations are conducted with respect and dignity for each and every person. The institution also applies the principle of equality, and forbids all forms of discrimination and violence.

Sorbonne University's Gender Equality Group has set up a plan to prevent and deal with situations of sexist and sexual violence for all members of its community.

This pamphlet will help you to:

- Recognize a situation of gender-based or sexual violence
- Know how to respond
- Refer community members who are victims of gender-based or sexual violence to support services
- Know the resources and contacts within Sorbonne University

This pamphlet is inspired by the reference guide published by the French Ministry of Higher Education and Research.

Acknowledgements:

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How to recognize situations of gender-based and sexual violence

TO PUT AN END TO GENDER-BASED AND SEXUAL VIOLENCE AND ENCOURAGE VICTIMS TO REPORT HARASSEMENT AND VIOLENCE, IT IS IMPORTANT TO KNOW HOW TO RECOGNIZE IT.

These can take several forms:

Whistling, staring, photos taken without your knowledge

Intrusive questions about your private life and other confidential information

Comments, acts or proposals of a sexual nature or connotation, sexual blackmail

Remarks about physical appearance or clothing that make you feel uncomfortable, being mocked, or "sexist jokes"

"All she has to do is dress differently..."

Victims of gender-based and sexual violence are too often made to feel guilty as a result of the violence they have experienced. Through questions and comments about their clothing, their behavior or their words, they are often judged and accused of having "provoked" their aggression.

Such judgments are unacceptable and it is necessary to remember that there is only one person responsible and guilty: it is the aggressor. This person is often in a position of hierarchical or symbolic superiority, which is an aggravating factor.

These actions can happen in a multitude of places:

During classes, in a room or lecture hall (classes, seminars, practical work, exams).

On the premises and in collective spaces (corridors, cafeteria, library, canteen, toilets, garden).

In the offices of a teacher, researcher, doctoral students, administrative or technical staff, in a laboratory.

In the university's sports halls and fields.

On the way to and from the university.

On the site of an internship.


By internet, mail or on social networks.

During parties or integration days.

During university trips, missions or drinks with colleagues.

At home (whether or not it is a student residence, at a teacher's home).

Having a drink with colleagues



Sorbonne University will support you whether these acts take place involving members of its community or on its sites.

How to qualify situations of gender-based and sexual violence

IN ORDER TO PUT A STOP TO SUCH VIOLENCE, IT IS IMPORTANT TO REPORT IT. GENDER-BASED AND SEXUAL VIOLENCE ARE CLASSIFIED AS CRIMINAL OFFENSES AT DIFFERENT LEVELS, FROM MINOR TO MAJOR.

Violations

Sexist violations (when not repeated).

- A whistle, gesture and/or obscene noise, for example suggesting or imitating a sexual act.
- A sexual proposition or intrusive question about someone's sex life.
- A degrading comment about appearance or dress.
- Insistently following a person in the street.
- A non-public sexist or sexual insult.

Sexual exhibition

Imposing one's nudity by showing one's sexual attributes or committing or mimicking an act of a sexual nature in a public place, accessible to the eyes of third parties (university premises, classrooms, etc.)

Sexual harassment

Repeated comments or behaviors with sexual connotations, serious pressure, even if not repeated, in order to obtain a sexual act for oneself or a third party (sexual blackmail), public sexist or sexual insult.

Cyber-bullying

Repeated comments or behavior by an individual or a group by means of electronic forms of communication (email, photomontage, forum, tiktok, snapchat etc.)

- Intimidation, insults, mockery or threats, spreading rumors
 - Account hacking and digital identity theft
 - Creating a discussion topic, a group or a page on a social network against a person
 - Publication of a photo or video of the victim in a compromising or degrading situation
-

Violating someone's privacy of a sexual nature

Capturing and/or broadcasting, transmitting without consent images of a sexual nature

Sexual assault

Any forced physical contact (hands on buttocks, breasts, sex, inner thighs, non-consensual kissing...)

Crimes

Rape

Any act of sexual penetration, of any kind, or any oral-genital act committed on the person or on the perpetrator by violence, constraint, threat or surprise.

Sorbonne University's obligations

IN THE FACE OF THE RISK OF GENDER-BASED AND SEXUAL VIOLENCE, SORBONNE UNIVERSITY MUST:

Prevent all discrimination and violence, due to a general principle of prevention in terms of health, safety and working conditions

Circular of March 4, 2014 on the fight against harassment in the public service

Report a crime or misdemeanor of which it has knowledge to the public prosecutor

Article 40 of the Code of Criminal Procedure

Refer to disciplinary authorities for facts that appear sufficiently proven and falling under the offense of sexual harassment

Circular of May 9, 2018

Preserve possible new actions against the person who denounced the facts

If you are a victim or feel in danger, make sure you protect yourself first and foremost. Do not stay alone with the person who frightens you, talk to someone you trust and in case of emergency, call the police.

How to get support

SORBONNE UNIVERSITY HAS SET UP A PLAN TO PREVENT AND DEAL WITH SITUATIONS OF GENDER-BASED AND SEXUAL VIOLENCE FOR ALL MEMBERS OF ITS COMMUNITY.

If you are a victim or witness of gender-based or sexual violence, contact the external listening and support unit:

**Institute of Reproductive Health
- ISG**

Tel: 07 88 15 12 92

(reserved for universities)

or: **01 39 10 85 35** (ISG
switchboard)

accueil.universite.isg@gmail.com

9 rue Armagis

78100 Saint-Germain-en-Laye

Monday to Friday,

from 9am to 5:30pm.

For more information, do not hesitate to meet with the Equality Advisors of your department.

The university's resource staff can guide and accompany you in your efforts.

The resource staff are not a disciplinary body, but a place of orientation and information. They act in strict compliance with the French law on information technology and freedom. All interviews are confidential.

You can also contact the organizations listed on page 18.

Remember to keep or collect any document that could be useful in any proceedings (such as emails, sms, certificates, testimonies).

The possible consequences

THE PERPETRATORS OF GENDER-BASED AND SEXUAL VIOLENCE CAN BE PROSECUTED THROUGH DISCIPLINARY OR CRIMINAL PROCEEDINGS.

Disciplinary proceedings

Disciplinary proceedings may be initiated against any person working at Sorbonne University as a student or staff member. For the student or teaching communities, it is the president of the university who, once informed (directly or through the dean of your faculty), initiates disciplinary proceedings by referring the case to the competent disciplinary section.

To investigate the case, the disciplinary section sets up an investigation committee. It pronounces a disciplinary sanction, if necessary, after an adversarial procedure. The implementation of the disciplinary procedure may be accompanied by precautionary measures, such as a suspension, intended in particular to keep the victim away from the alleged aggressor.

For the administrative and technical communities, the president of the university refers the matter to the Rector's Office or the Ministry, depending on the field and category of the agent, in order to convene the disciplinary council responsible for deciding on the level of sanctions. The President implements the sanction.

Criminal proceedings

Filing criminal charges enable the case to be brought before a court of law, which will decide on the responsibility of the perpetrator, his or her possible conviction and the granting of compensation to the victim.

In order to initiate criminal proceedings, the victim files a complaint with the police, the gendarmerie or with the public prosecutor. The complaint is followed by an investigation and then a decision by the Prosecutor, who may decide, in light of the investigation, to refer the case to the criminal courts, to open a judicial investigation or to dismiss the complaint. You can also refer the matter to someone who will defend your right to be recognised as a victim of discrimination. You can also get support from an association specialized in these matters and who can help you in the procedures.

Bringing serious incidents to justice, such as sexual violence, enables the recognition and protection of the victim as well as other possible victims.

Contacts and resources

THE RESOURCE STAFF ARE NOT A DISCIPLINARY BODY, BUT A PLACE WHERE THEY CAN LISTEN AND PROVIDE INFORMATION. THEY ACT IN STRICT COMPLIANCE WITH THE LAW ON INFORMATION TECHNOLOGY AND FREEDOM. ALL INTERVIEWS ARE CONFIDENTIAL.

MEDICAL, PSYCHOLOGICAL AND LEGAL SUPPORT



External listening and support unit.
This free and anonymous service
is open to all Sorbonne University staff
and student community.

TO REPORT SEXIST OR SEXUAL VIOLENCE

Sorbonne University's Gender Equality Mission

Mail : signalement-vss@sorbonne-universite.fr

For staff & faculty members

Medical and psychological support at the university

PREVENTIVE MEDICINE

OCCUPATIONAL PSYCHOLOGIST

Tel: **01 44 27 76 20**

Email: smp@sorbonne-universite.fr

Campus Pierre et Marie Curie,

Barre 55-56, niveau Jussieu

Monday to Friday, 8:30 am to 5:30 pm

To report a problem and obtain personalized help

SORBONNE UNIVERSITY PORTAL FOR REPORTING, ORIENTATION AND TREATMENT

<https://portail-signalement.sorbonne-universite.fr/>

For material support

SOCIAL SERVICES FOR PERSONNEL

Tel: **01 44 27 39 49** ou **01 44 27 53 48**

Email: ssp-secretariat@sorbonne-universite.fr

Campus Pierre et Marie Curie,

Barre 42-43, 1^{er} étage

For students

Don't hesitate to make an appointment with a doctor and/or psychologist with the Student Health Services (SSE) for a professional, confidential and free consultation.

Campus des Cordeliers, Clignancourt, îlot Champollion, Pitié-Salpêtrière, Saint-Antoine and Pierre et Marie Curie.

SORBONNE UNIVERSITY STUDENT HEALTH SERVICE

Tel: **01 44 27 89 00**

Email: sse@sorbonne-universite.fr

From Monday to Friday, 9am to 7pm

Material support and help with schooling

ARTS & HUMANITIES

STUDENT LIFE DEPARTMENT (DVE)

Tel: **01 40 46 33 59**

Email: vie-etudiante@paris-sorbonne.fr

Ilot Champollion

18 rue de la Sorbonne, 75005 Paris

MEDICINE

STUDENT AND CAMPUS LIFE SERVICES

Tel: **01 44 27 93 12**

Email: medecine-dfs-vem@sorbonne-universite.fr

Hall des amphithéâtres,

91 boulevard de l'hôpital, 75013 Paris

SCIENCE & ENGINEERING

STUDENT & CAMPUS LIFE SERVICES

Tel: **01 44 27 60 60**

Email: sciences-dfipve-dve@sorbonne-universite.fr

Campus Pierre et Marie Curie,

Espace vie étudiante - Patio 23/34

External contacts and resources

LISTENING, INFORMATION, GUIDANCE

Government platform
Stop the violence:
arretonslesviolences.gouv.fr

The national hotline number:
Violence against women: 3919

LEGAL HELP

The defender of rights:
defenseurdesdroits.fr

REPORTING DOMESTIC, SEXUAL OR GENDER-BASED VIOLENCE

Police reporting platform:
service-public.fr/cmi

You can talk to police officers or gendarmes specially trained in gender-based and sexual violence who can initiate interventions.

Anonymous and free, this chat is available 24/7.

IN CASE OF EMERGENCY

- Call 17
- Send an SMS to 114
- File a complaint with the police, the gendarmerie or the public prosecutor

Legal definitions

SEXUAL HARASSMENT

Article 222-33 of the French Penal Code

Sexual harassment is a criminally reprehensible offense. It is "any behavior (words, gestures, writings...) with a sexual connotation imposed on a person in a repeated manner that either affects their dignity because of its degrading or humiliating nature, or creates an intimidating, hostile or offensive situation against them."

The notion of repetition implies at least two occurrences, but without any lapse of time between the two. Actions "assimilated to sexual harassment, consisting of any form of serious pressure, even if not repeated, exercised with the real or apparent aim of obtaining an act of a sexual nature, whether this is sought for the benefit of the perpetrator or for a third party" are reprehensible.

Sexual harassment is punishable by 2 years of imprisonment and a fine of 30,000 euros.

SEXIST CONTEMPT

Article 621-1 of the Penal Code

The sexist insult consists in imposing on a person a comment or a behavior with sexual or sexist connotation, which harms them. Public insults of a sexist nature and non-public insults of a sexist nature, which therefore prohibit all insults and increase the penalty when these insults are of a sexist nature.

Gender-based harassment, which consists of "any conduct related to a person's sex, with the purpose or effect of violating his or her dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment" is punishable under the general statute of civil servants and not under the Penal Code. They may be subject to disciplinary sanctions but not to a criminal trial.

SEXUAL ASSAULT

Article 222-22 of the Penal Code

Sexual assault is a crime defined as "any sexual violation committed with violence, threat, surprise or coercion." Sexual assault is defined as touching (with the hand, but also a forced kiss or a person "rubbing" against you) five specific areas: the mouth, buttocks, chest, sex, or inner thighs.

A threat, surprise, coercion or violence must be established. The constraint can be physical (you are blocked or blocked by force, you are in an elevator from which you cannot leave, in a closed car...) but also moral (a big difference in age, a different hierarchical position...).

Sexual assaults are punishable by 5 years of imprisonment and a fine of 75,000 euros.

RAPE

Article 222-23 of the Penal Code

Rape is a crime. It is defined as "any act of sexual penetration, of any kind (digital penetration, forced fellatio...), committed on the person of another person or on the person of the perpetrator by violence, constraint, threat or surprise."

As for sexual assault, the threat, surprise, coercion or violence must be established. The coercion can be physical or moral.

Rape is punishable by 15 years of criminal imprisonment..

