

Guide against gender and sexual violence

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peut tout
changer



Sexual and gender-based violence : What are we talking about ?

Violence against women and LGBTQIA+ people occurs in all social and professional settings. Higher education and research institutions are not immune. In addition to hierarchical relationships, higher education institutions feature asymmetrical power dynamics: professors occupy more dominant positions due to their reputation, authority, and academic status.

In association with PSL University's listening unit, the EPHE has set up a listening and support unit (CEV) to combat sexist, homophobic, transphobic and sexual harassment. This unit is available to you if you are a victim or witness of sexist or discriminatory behavior, harassment, sexual assault, rape or attempted rape. The listening and support unit can be contacted for events that take place during your studies or employment at the EPHE-PSL. All information will be kept confidential.

To contact us : stopviolences@ephe.psl.eu

EXAMPLES

« **Hurry up, slut !** »

Rhone University, English class, to a student who supposedly was writing slowly.

« **Did everyone understand ? The girls ? Do you want us to talk in a hair dryer to make it clearer ?** »

In an electricity theory course. We are a minority of women.

Identify the types of harassment

→ Gender-based misconduct

Sexual and gender misconduct includes a broad range of unwelcome behaviors focused on sex and/or gender, that undermines dignity or creates an **intimidating, hostile, degrading, humiliating or offensive environment**.

→ Discriminatory conduct / poisoned environment

A poisoned environment is created by comments or conduct that ridicule or insult a person or group protected under the Code, with **the objective or effect of violating dignity** and creating an **intimidating, hostile, degrading, humiliating or offensive environment**.

→ Offensive misogynistic behaviour

Misogynistic or sexist comments or behaviours directed at an individual's dignity by having a degrading or humiliating nature or by creating an **intimidating, hostile, or offensive environment**.

‣ *a €750 fine, €3,000 in the event of a repeat offense.*

→ Sexual harassment

Repeated sexual or sexist comments or behaviours directed at an individual's dignity by having a degrading or humiliating nature, or by creating an intimidating, hostile, or offensive situation.

Cyber-harassment is considered an aggravating circumstance.

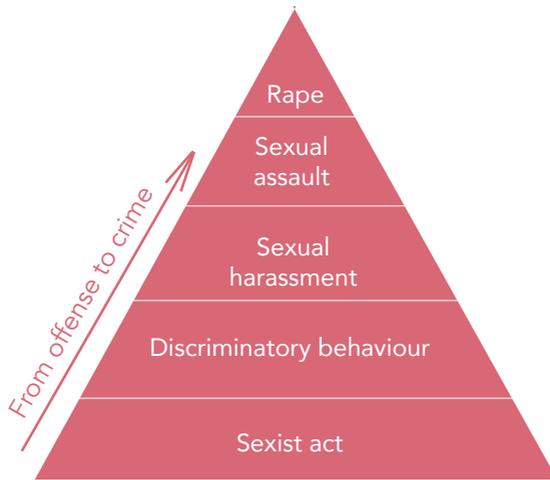
Any use of severe coercion, even not repeated, with the real or apparent goal of obtaining a sexual act, whether sought for the perpetrator or for another, shall be treated as sexual harassment.

‣ *2 years in prison, a €30,000 fine*

‣ *In case of aggravated sexual harassment : 3 years imprisonment and a 45,000 € fine...*



According to one study (2014), 1 out of 5 working women has been confronted with sexual harassment in her professional life



→ **Sexual assault**

Physical contact with a sexual body part (breasts, genitals, buttocks, mouth, between the thighs) committed with **violence, coercion, threat, or surprise**.

▶ 5 years in prison and a €75,000 fine.

If the victim is under age 15: 10 years in prison and a €150,000 fine.

Aggravated sexual assault: 7 years in prison and a €100,000 fine.

→ **Rape**

Any act of **sexual penetration** accomplished by **violence, coercion, threat, or surprise**.

▶ *Crime punishable by 15 years in prison (20 years for aggravated rape).*

Examples of inappropriate and reprehensible comments

→ Criticizing a woman for not being “feminine”, or a man for not being “manly”. Making comments about sexual orientation or sexual identity.

→ Gender-related comments about a person’s physical characteristics or mannerisms.

→ Using sexist-specific nicknames, such as “darling”, “sweetie”, or “baby girl”.

- Comments about sexual orientation or gender identity.
- Offensive comments about a person's appearance or clothing.
- Showing incivility, disrespect, cat-calling, or contempt based on sex or gender; making sexist or sexual jokes, including circulating written sexual jokes.
- Verbal or physical threats based on a person's alleged sex, gender identity, or sexual orientation.
- Asking intrusive questions about one's sexual life, making insinuating, insistent propositions despite refusal.
- Insult, threat, provocation of hatred and violence. Defamation based on the person's sex, gender or sexual orientation.

Examples of inappropriate and reprehensible behavior

- Leering or inappropriate staring to the point of making them feel uncomfortable.
- Deliberately and insistently following someone in the street.
- Harassing phone calls with messages of a sexual nature.
- Obscene gestures and noises. Hand gestures simulating sexual acts.
- Physical contact without consent, including caressing, brushing, pinching, grabbing hands, arms or shoulders.
- Trying to kiss or kissing someone without permission.
- Physical restraint.
- Threats to penalize or otherwise punish a person who refuses to comply with sexual advances.
- Sending messages (SMS, e-mails, MMS) including pornography, sexual pictures or cartoons, sexually explicit graffiti, or other sexual images.
- Publication and dissemination of images or texts with sexual content of others without their consent, online or offline.

Consent

Consent means acquiescence, approval, assent. Consent should be clearly and freely communicated. The absence of an explicit “yes” is synonymous with absence of consent. It concerns all aspects of life and therefore sexuality.

- The person says yes, or no, or maybe. It is not consent in all cases.
- The person has the right to change their mind, even if they seem to have given signs of encouragement.
- A person giving their consent one day does not mean they consent on a different day. Yes to one moment is not yes to any other time.
- Saying “yes” to bribes or threats is not consent.
- Never force someone, ever. “No” is enough by itself.
- Giving in is not consenting. Silence or the absence of resistance alone does not equal consent.
- Consent cannot be given by individuals who are underage, intoxicated or incapacitated by drugs or alcohol, asleep or unconscious.
- She is not trying to make herself more desirable: she just doesn’t want to.
- Sexual assault is a crime of violence and power, not lust or passion.
- No matter your personality, sexual orientation, age, appearance, you have done nothing that justifies a violent attack. At no point and under no circumstances does anyone have the right to violate or control another’s body or mind.

65% of rapes were committed by male students, 7% by female students and 6% by male professors.

Of the more than 7,000 female students surveyed, 1 in 20 reported having witnessed or been a victim of rape, 1 in 10 witnessed or experienced violence.

The specificity of the students' situation : the structural asymmetry of the student-professor relationship

Any dominant position creates an increased risk of exploitation. And it is difficult to say "no" when one's professional future is directly at stake. The relationship between the professor and the student is by nature asymmetrical. It can lead to a form of dependence, a relationship of domination, all the more so if the student is in a precarious and vulnerable situation. This is of course not always the case and most masters and PhD students are well.

Nevertheless, it is important to be vigilant, as potentially dangerous relationships can develop and lead to unacceptable violence.

Dissertation Monitoring Committee (CST) : the beginning of a solution

The objective of this committee is to provide additional help for research work through an external viewpoint, to complete the functions of the thesis director, and to advise the doctoral student for his training and for the construction of his professional project. Mandatory from the 2nd year of the PhD, in anticipation of any re-registration in the 3rd year or more, it can be held as early as the 1st year. During the committee meeting, there is time reserved for a discussion in the absence of the PhD director.

These moments can be an occasion to point out possible discomforts or dysfunctions between the doctoral student and the thesis director. The possibility to change the direction of the thesis can be discussed if the need arises.

Parties and alcohol : risk factors

Violence can take place between students and various student social events can be risky situations. The over-consumption of alcohol can be dangerous.

A factor that encourages violence : isolation

Today, many students express a feeling of isolation, aggravated by the health crisis; isolation is weakening and gives rise to a “mechanism of violence”.

The mechanism of violence

- 1 Establish a climate of trust, a warm welcome, which gives the other person a feeling of being “recognized”, “elected”.
- 2 Gradually build “a privileged relationship” in order to isolate the victim, make them dependent, establish a hold on them.
- 3 Devalue the victim by alternating between compliments and contempt, attacking their self-esteem, undermining their confidence, weakening them.
- 4 Using guilt and threats against the victim.
- 5 Ensuring impunity from those around them and thus further isolating the victim.

What to do if you witness sexual violence ?

1. Isolate the victim from the perpetrator, if possible by making them comfortable in a quiet place and offering them a drink or something to eat and to warm them up if they are shaking.
2. Listen carefully to the victim, let them talk; the first testimony is crucial.
3. Tell the victim positive and encouraging phrases, avoid phrases that may make them feel guilty.
4. Inform the victim of their rights.
5. Make sure the victim is given a ride home by someone they trust.

And after ?

6. Respect the victim's anonymity.
7. If an investigation is initiated / launched, report the incident to the appropriate people. (Even if you heard about the assault afterward, your testimony is valuable.)

And :

- › **Notify 15 in case of an emergency.**
- › Help the victim to identify possible support and information in their environment.
- › Reassure the victim that a network of professionals and the listening and support unit of their institution are there to listen to and support them.
- › Suggest that they file a report with the police station, to alert the employer via the support unit against gender-based and sexual violence.
- › Respect their choices and support them. These decisions are difficult and costly to make.

→ **Communicate with the victim positively**

- I believe you.
- You are not responsible.
- I understand why you reacted like that / you didn't react.
- I think you showed courage, composure (if that's the case).
- They have no right to do that to you.
- You are not alone.
- It is natural to feel frightened and powerless.
- You have done nothing that justifies this violent attack.
- What you describe is serious and forbidden/is not tolerated.
- What you are describing could be qualified as sexist behaviour/ sexual harassment/ sexual assault/ rape.
- What did you do to provoke them?
- Are you sure? I find it difficult to believe.
- How were you dressed?
- Didn't you suspect anything?
- Didn't you think they was a little sexy?
- How many drinks had you had?
- Did you flirt with them before?
- Are you sure you didn't misinterpret their gesture?

Useful contacts

Within the EPHE - PSL

- The EPHE - PSL listening and monitoring unit (CEV) is at your disposal if you are a victim or witness of sexist behavior, harassment, sexual assault, rape or attempted rape, in the context of your studies or employment at the EPHE. It can be contacted for events taking place during the academic year or during employment of the persons concerned. The Unit respects confidentiality: write to stopviolences@ephe.psl.eu or cev@psl.eu (the PSL's listening unit) or answer the online questionnaire at <https://psl.eu/listening-cell>
- The Equality officer, Valentine Zuber <egalite@ephe.psl.eu>. After the referral, she must inform, orient or accompany the victim.
- The dean of your section at EPHE - PSL, the person responsible for your field of study at the doctoral school or for your master's degree, your direct or indirect supervisor, a manager, a member of the human resources department, or a representative or a professor you trust.

Outside

- In Paris : at the emergency department of the Saint-Antoine hospital in Paris (84 rue du faubourg Saint-Antoine, 75012 Paris). A direct link has been established between the emergency department and the police station of the XIIth police station of the 12th arrondissement, which makes it possible to consult a doctor and file a complaint at the same time
- At the gendarmerie, a police officer will register the complaint (the purpose of which is not to prosecute the perpetrator of the facts but to report the nature and date of the facts to the police, which can be useful in the context of a future trial). The police (gendarmerie services) have the obligation to register the complaint.
- You can file a complaint directly with the public prosecutor : <https://www.service-public.fr/particuliers/vosdroits/R11469>

In the case of cyber-bullying of sexual, sexist, homophobic or transphobic nature, contact the listening and monitoring unit : stopviolences@ephe.fr or cev@psl.eu.

The mission of the listening and support unit (CEV) of the EPHE – PSL

- ▶ Inform and report sexist and sexual harassment.
- ▶ Collect the testimony of victims or witnesses of sexist or sexual violence.
- ▶ Offer the victim one or more meetings, classify the events, collect testimonies with the obligation of confidentiality.
- ▶ Inform the victim of their rights, possible steps to take, and the course of the internal procedure.
- ▶ Inform the victim about possible resources available at the EPHE and at PSL (doctor, psychologist, legal aid) or with the competent authorities (police, public prosecutor, legal aid, etc.). In case of a possible conflict of interest, it is entirely possible to write to the PSL listening and monitoring unit (cev@psl.eu) instead.
- ▶ Recommend arrangements to facilitate, if necessary, the continuity of education.
- ▶ Look into protective measures to take against the alleged aggressor: the establishment may decide to expel the aggressor. The head of the school can immediately suspend the alleged aggressor for 4 months.
- ▶ Establish the first elements of the case that will serve as a basis for the investigation (however the CEV is not a disciplinary or judicial body that can impose sanctions).
- ▶ Support, if requested, the person in the steps of the process ; to make a report, in agreement with the person, without judging or taking a position.
- ▶ Inform the Presidency of the EPHE, which may require an internal investigation and initiate a disciplinary procedure, always with the consent of the alleged victim.

If you wish to turn to other people, without a direct link with the EPHE, it is possible to contact the listening and support unit of the University PSL : **cev@psl.eu**. The listening unit of the University Paris Sciences Lettres (PSL) has been created to support the presumed victims of harassment or of sexual and gender-based violence.

→ **Quiz**

1. Yesterday he made a remark to her about the size of her breasts.
 - Sexist act
 - Sexual harassment
 - Sexual assault
2. He kissed her while she was intoxicated by alcohol.
 - Sexist act
 - Sexual harassment
 - Sexual assault
3. He pinned her against a wall while touching her breasts.
 - Sexist act
 - Sexual harassment
 - Sexual assault
4. He sent his roommate an (unsolicited) photo of his genitals.
 - Sexist act
 - Sexual harassment
 - Sexual assault
5. He gave (unwanted) shoulder massages to several co-workers.
 - Sexist act
 - Sexual harassment
 - Sexual assault
6. Her thesis advisor offered her a "dinner" with the promise of an ATER position.
 - Sexist act
 - Sexual harassment
 - Sexual assault
7. A woman gets told that, given her looks, she is clearly a lesbian
 - Sexist act
 - Sexual harassment
 - Sexual assault

1 : Sexist act ; 2 : Sexual assault ; 3 : Sexual assault ; 4 : Sexual harassment ; 5 : Sexual harassment ; 6 : Sexual harassment ; 7 : Sexist act • <https://groupe-egae.fr>

