



# **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 memo 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 memo is inspired by the reference guide published by the French Ministry of Higher Education and Research.

***Acknowledgements:***

***This memo was developed in close collaboration  
with the Equality Groups in each faculty.***

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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:*

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Whistling, staring, photos taken without your knowledge

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Intrusive questions about your private life and other confidential information

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

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Remarks about physical appearance or clothing that make you feel uncomfortable, mockery, sexist jokes

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## **"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.

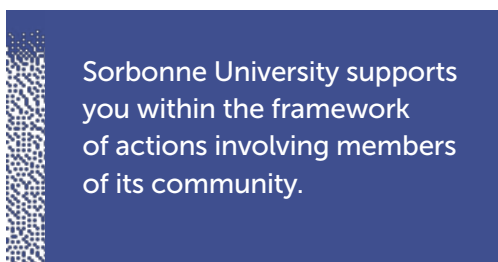
On the site of an internship.

By internet, mail or on social networks.

During parties or integration days.

During university trips, missions.

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



# 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

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**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.)

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### **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.

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### **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.)

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- 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
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## **Violating someone's privacy of a sexual nature**

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

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## **Sexual assault**

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

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## **Crimes**

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## **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.

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# 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

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

Article 40 of the Code of Criminal Procedure

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

Circular of May 9, 2018

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Preserve possible new actions against the person who denounced the facts

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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](mailto: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.

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 the criminal process, the victim files a complaint with the police or the gendarmerie. 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 also have the possibility to refer the matter to someone who defends your rights and who can help you in your procedures.

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

# Internal 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

### Listening and support unit

#### Institute of Genetic Health - ISG

Tel: **07 88 15 12 92** (reserved for universities)

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

Email: [accueil.universite.isg@gmail.com](mailto:accueil.universite.isg@gmail.com)

9 rue Armagis, 78100 Saint-Germain-en-Laye

Monday to Friday, from 9am to 5:30pm

## FOR INFORMATION AND GUIDANCE

### Sorbonne University's Gender Equality Group

Email: [mission-egalite@sorbonne-universite.fr](mailto:mission-egalite@sorbonne-universite.fr)

**The Equality Mission - fight against discrimination at your faculty:**

#### ARTS & HUMANITIES

[lettres-mission-egalite@sorbonne-universite.fr](mailto:lettres-mission-egalite@sorbonne-universite.fr)

#### MEDICINE

[medecine-mission-egalite@sorbonne-universite.fr](mailto:medecine-mission-egalite@sorbonne-universite.fr)

#### SCIENCE & ENGINEERING

[sciences-mission-egalite@sorbonne-universite.fr](mailto:sciences-mission-egalite@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](mailto: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](mailto:ssp-secretariat@sorbonne-universite.fr)**

Campus Pierre et Marie Curie,

Barre 42-43, 1<sup>er</sup> étage

## For students

Medical and psychological support  
at the university

### SUMPPS - PREVENTIVE MEDICINE

#### AND STUDENT HEALTH PROMOTION

#### SERVICE

Tel: **01 40 51 10 00**

Email: **[sumpps@sorbonne-universite.fr](mailto:sumpps@sorbonne-universite.fr)**

The reception areas are available

on the SUMPPS offices

Monday to Friday, 9:00 am to 6:30 pm

Material support and help with schooling

### ARTS & HUMANITIES

#### STUDENT LIFE DEPARTMENT (DVE)

Tel: **01 40 46 33 59**

Email: **[vie-etudiante@paris-sorbonne.fr](mailto: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](mailto:medecine-dfs-vem@sorbonne-universite.fr)**

Hall des amphithéâtres,

91 boulevard de l'hôpital, 75013 Paris

### SCIENCE & ENGINEERING

#### STUDENT & CAMPUS LIFE SERVICES (DVE)

Tel: **01 44 27 60 60**

Email: **[sciences-dfipve-dve@sorbonne-universite.fr](mailto:sciences-dfipve-dve@sorbonne-universite.fr)**

Campus Pierre et Marie Curie,

Espace vie étudiante - Patio 23/34

# External contacts and resources

## LISTENING, INFORMATION, GUIDANCE

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Government platform  
*Stop the violence:*  
[arretonslesviolences.gouv.fr](https://arretonslesviolences.gouv.fr)

The national hotline number:  
*Violence against women:* 3919

## LEGAL HELP

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The defender of rights:  
[defenseurdesdroits.fr](https://defenseurdesdroits.fr)

## REPORTING DOMESTIC, SEXUAL OR GENDER-BASED VIOLENCE

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Police reporting platform:  
[service-public.fr/cmi](https://service-public.fr/cmi)

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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

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- 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..

