

SciencesPo

GUIDELINES
ON DEALING
WITH
SEXUAL
HARASSMENT

Sexual
harassment
monitoring
unit

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sexual.harassment@sciencespo.fr

PREFACE

The field of higher education and research is not immune to sexual harassment. As a higher education and research establishment, Sciences Po must not only provide its community with information regarding sexual harassment, but also offer attention and support to victims and witnesses of misconduct, with a commitment to putting an end to such behaviour. Sciences Po has therefore established a sexual harassment monitoring unit (see contacts on page 6-7).

We want this handbook to be as clear and practical as possible. It is intended not only for students (including those studying outside of France or performing internships), but also for Sciences Po faculty members, researchers and staff, men and women alike.

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1. RECOGNISE SEXUAL HARASSMENT

What is sexual harassment?

Article 222-33 of the French Criminal Code

Sexual harassment is the act of repeatedly subjecting a person to unwelcome verbal or physical conduct of a sexual nature when such conduct either compromises the victim's dignity through demeaning or humiliating words or actions, or creates an intimidating, hostile or offensive environment for the victim.

Any form of intense pressure, even if not repeated, with the actual or perceived goal of obtaining sexual favours, whether for the offender or for a third party, is also considered sexual harassment.

Sexual harassment is punishable by two years of imprisonment and a fine of € 30,000.

This penalty is increased to three years of imprisonment and a fine of € 45,000 if the offence:

- 1° involves abuse of the authority vested in the offender by virtue of his or her position;
- 2° targets a victim under fifteen years of age;
- 3° targets a particularly defenceless victim when such vulnerability, due to age, illness, physical or mental disability or pregnancy, is clearly visible or known to the offender;
- 4° targets a particularly defenceless or dependant victim when such vulnerability, due to social or economic insecurity, is clearly visible or known to the offender;
- 5° is committed by more than one person acting as perpetrators and/or accomplices.

Article 225-1-1 of the French Criminal Code

Any distinction made between individuals on the basis of having endured or refused acts of sexual harassment as described in article 222-33, or having reported such acts, including the cases of isolated acts with regard to the provisions set out in section I of said article, constitutes discrimination.

Other violations

- » **Insults of a sexual nature**
(article R624-4 of the French Criminal Code)
- » **Sexual exhibition in a public setting**
(article 222-32 of the French Criminal Code)
- » **Sexual aggression**
sexual abuse committed with the use of violence, coercion, threat or surprise (article 222-22 of the French Criminal Code); **sexual aggression may include touching, fondling or rape;**
- » **Rape**
rape differs from other forms of sexual aggression in that it involves sexual penetration, regardless of the exact nature of such penetration, as well as the use of violence, coercion, threat or surprise (article 222-23 of the French Criminal Code); **in the event of rape, you are strongly advised to contact a doctor for a forensic medical examination;**
- » **Invasion of privacy**
the act of capturing, recording or transmitting private or confidential discussions and/or images of a person in a private setting without his or her consent (article 226-1 of the French Criminal Code);
- » **Telephone harassment and cyberstalking**
repeated malicious telephone calls, electronic messages or oral assaults intended to disturb the peace and tranquillity of other people (article 222-16 of the French Criminal Code);
- » **Psychological harassment**
the act of harassing one or more individuals through repeated verbal or physical conduct, intentionally or unintentionally resulting in a deterioration of working conditions liable to undermine the individual's rights or dignity, impact his or her physical or mental health or compromise his or her professional future (article 222-33 of the French Criminal Code).

2. REACT WHEN FACED WITH SEXUAL HARASSMENT

Say no

It is important to express clear and firm refusal as of the first signs of sexual harassment, if possible, and to underscore the reprehensible and unlawful nature of such acts. You may also remind the offender that Sciences Po has a sexual harassment monitoring unit.



Protect yourself

To the extent possible, avoid one-on-one encounters with the person harassing you. Do not keep the situation to yourself: talk to a third party, colleague, classmate, professor, etc.



Contact the monitoring unit

Immediately alert the sexual harassment monitoring unit (see contacts on page 6-7).

If you have witnessed acts of sexual harassment

Show solidarity with the victim, inform him or her of the steps to be taken and refer him or her to the Sciences Po sexual harassment monitoring unit (see contacts on page 6-7).

Provide a written account of the events, specifying the location, date and circumstances, as well as the identity of any other people present.

3. TALK TO TRUSTED PROFESSIONALS

Sciences Po sexual harassment monitoring unit

The members of the Sciences Po sexual harassment monitoring unit can meet with you and offer you guidance, with complete respect for your privacy.

You will be offered an initial interview with two members of the unit. You may request to speak to specific members of the unit, listed below. The objective is to listen to you carefully and professionally, passing no judgement. We can then offer you advice on the steps to be taken and refer you to healthcare (e.g., psychologist, doctor) or legal professionals, according to your needs. If necessary, we can put you in contact with English-speaking lawyers and gynaecologists.

The monitoring unit may also speak to the individuals accused of harassment, with due respect for the principle of presumption of innocence.

⚠ NOTE:

The monitoring unit is not a disciplinary body, but rather a place to be heard and to receive information. It fully complies with the French Data Protection Act.

**All interviews remain strictly confidential.
No action will be taken without your consent.**

PROBLEMS OR QUESTIONS? DON'T WAIT, TALK TO THE SCIENCES PO SEXUAL HARASSMENT MONITORING UNIT.

Only members of the monitoring unit, as listed below, are authorised to take calls and consult messages.

If you prefer to speak with a particular member (Manager, Educational director, Campus administration, etc.) or to consult an outside organisation, please refer to the Sciences Po online directory and the contact list at the end of this handbook.

Unit Head

» **Hélène Kloeckner**,
Gender Equality Supervisor

Interview Support team

» **Dr Isabelle Adamowicz**,
General Practitioner

» **Joséphine Baudry**,
Deputy Head of Human Resources

» **Marie de Boynes**,
Legal Director

» **Karima Dahamna**,
Head of Social Welfare

» **Myriam Dubois-Monkachi**,
Director of Studies and Education

» **Hélène Kloeckner**,
Gender Equality Supervisor

» **Sarah Nicaise**,
Social Worker

» **Dr Olivier Tarragano**,
Health Centre Psychiatrist and Psychoanalyst

» **Chrystelle Welter**,
Health Centre Nurse

4. REPORT INAPPROPRIATE BEHAVIOUR

Reporting sexual harassment helps put an end to offensive behaviour and encourages other victims to speak up. The Sciences Po sexual harassment monitoring unit can offer you advice and guide you through the process. Perpetrators of sexual harassment may be subject to disciplinary action and criminal charges. Disciplinary and criminal procedures are independent of one another and may be undertaken simultaneously.

Criminal charges

Pressing criminal charges makes it possible to bring the case to court, obtain damages and see the offender punished. Sexual harassment is punishable by up to two years of imprisonment and a fine of €30,000.

You must file a complaint at a police station or *Gendarmerie*. There is a three-year statute of limitations. Complaints lead to an investigation, following which the prosecutor decides whether to pursue the case. In the event of indictment, pre-trial hearings begin (this phase may last two to three years), followed by the trial itself.

⚠ NOTE:

Prosecuting serious violations such as sexual harassment makes it possible to bring such acts to light, to protect oneself and to protect other potential victims.

Disciplinary measures

Disciplinary measures serve to punish perpetrators of sexual harassment within Sciences Po.

You must contact the President of Sciences Po; only he or she may convene the disciplinary body. This body investigates and judges the violation.

⚠ NOTE:

There is no minimum penalty and the victim does not have the right to appeal the judgement (with the exception of employees under private law contracts, who can appeal to Labour Courts (*Conseil des Prud'hommes*) following the judgement or independently of the disciplinary procedure).

Sexual harassment monitoring unit

+33 1 45 49 54 00
sexual.harassment@sciencespo.fr

Other contacts at Sciences Po

Gender Equality Supervisor

Hélène Kloeckner
+33 1 45 49 59 86

Health Centre

Marie-Dominique d'Anchald,
Centre Assistant
56, Rue des Saints-Pères
(ground floor)
+33 1 45 49 51 76

Occupational health care centre (employees)

Dr Isabelle Girardot,
CMB, 26 rue Notre Dame des
Victoires, 75086 Paris Cedex 02
Secretariat : Mélanie Manigot
m.manigot@cmb.asso.fr
+33 1 49 27 60 15

CHSCT

(Committee on hygiene, safety and working conditions) (employees)

[intranet.sciences-po.fr/services/
drh/irp/chsct_presentation.htm](http://intranet.sciences-po.fr/services/drh/irp/chsct_presentation.htm)
elus.chsct@sciences-po.fr

Office of the Dean of Academic Studies

Myriam Dubois-Monkachi
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Reims, Dijon, Le Havre, Menton, Nancy and Poitiers campuses

www.sciencespo.fr/node/117

Human Resources Department

Front desk
+33 1 45 49 50 37

Useful phone numbers and associations

08 Victimes

+33 8 842 846 37
Price of a local call,
available seven days a week

Ombudsman

+33 9 69 39 00 00
www.defenseurdesdroits.fr

French government sexual harassment website stop-harcelement-sexuel.gouv.fr

AVFT

(European Association against violence against women in the workplace)

Hotline: +33 1 45 84 24 24
(Monday - Friday, 9.30 am -
3.00 pm)
www.avft.org

CLASCHEs

(Anti-sexism Collective against Sexual Harassment in Higher Education), *Sexual harassment*

*in higher education and research.
Information and Defence
Handbook* (in french only), 2014
www.clasches.fr