

HARASSMENT, DISCRIMINATION, SEXUAL AND GENDER-BASED VIOLENCE

INSIST ON ZERO TOLERANCE!



ecoute.hdvs@isae.fr

TAKING ACTION TOGETHER

AGAINST HDSV ACTS

All engineering schools have a duty to society – training managers who comply with the rules of coexistence, both in their professional lives and their private lives, because they are the managers who will model the society of tomorrow. ISAE-SUPAERO is fully invested in an approach to training managers who are responsible, solidarity-minded and respectful.

Our Institute must also ensure a professional environment based on these values of solidarity and respect between the women and men who work here.

In my opinion, one of the most important rules of coexistence is having respect for others: respecting their values, their opinions, but also respecting who other people are, their bodies, their sensitivity and their integrity.

Diversity, and notably male-female diversity, is a strength for the entire school, so it must be governed by a policy that seeks to preserve all aspects of coexistence to ensure respect.

That is why I have implemented a plan to fight against harassment, discrimination and sexist and gender-based violence (HDSV).

This fight is a priority at the Ministry of the Armed Forces, but also at the Ministry of Higher Education, Research and Innovation, and it is also mine.

Fighting to eliminate unacceptable behavior, but also fighting so that everyone understands the challenges and acts in favor of a society enriched by our diversity.

This plan calls for many information and prevention actions for staff and for students. It covers life on campus, the professional environment and teaching content; it also covers internships in companies and university exchanges.

This plan calls for welcoming and actively listening to witnesses and victims of situations involving sexist and gender-based violence so that they feel free to speak out and to take action to ensure that no HDSV act goes unpunished. It makes use of such structures as THEMIS to provide support and accompaniment for victims in undertaking all formalities.

I would like to thank everyone who has helped in developing this plan – there has been incredible mobilization against this scourge of harassment, discrimination, and sexist and gender-based violence. Together, let's take action.

Marie-Hélène BAROUX
Vice President of ISAE-SUPAERO

IDENTIFYING SITUATIONS

AND RECOGNIZING OFFENSES PUNISHED BY THE FRENCH PENAL CODE

SEXUAL HARASSMENT



These acts are punishable by two to three years in prison and fines ranging from €30,000 to €45,000.

Sexual assault includes any sexual abuse committed with violence, constraint, threat or surprise concerning various parts of the body, i.e. mouth, breasts, genitalia, buttocks and thighs.

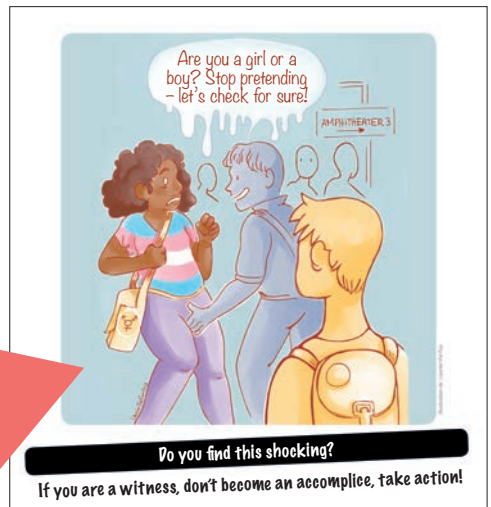
Offense punishable by 5 to 7 years in prison and fines ranging from €75,000 to €100,000.

Sexual harassment is a form of violence based on relationships of domination and intimidation that may arise in your work or studies.

For example :

- ▶ a person repeatedly subjects you to sexist and/or obscene comments.
- ▶ you are heckled by a work colleague or workshop participant who keeps sending you messages with sexual connotations despite your telling them to stop.
- ▶ your instructor/colleague encourages you to have sexual relations in exchange for advantages, school credits, favoritism, etc.

SEXUAL ASSAULT



IDENTIFYING SITUATIONS

AND RECOGNIZING OFFENSES PUNISHED BY THE FRENCH PENAL CODE

DISCRIMINATION



Discrimination is punishable by three years in prison and a €45,000 fine.

Discrimination is unequal treatment based on illegal criteria (sex, age, health condition, etc.) in an area covered by the law (access to employment, a service, etc.).

For example :

- ▶ You are not allowed to attend a workshop because of your nationality.
- ▶ You are treated differently because of your gender or your sexual orientation.
- ▶ You are stigmatized for your political opinions or union activities.

SEXIST BEHAVIOR



Sexist behavior is an offense that is punishable by a fine of up to €750.

Sexist behavior consists in subjecting someone to speech or behavior with sexual or gender-based connotations violating their dignity or exposing them to a distressing situation.



REACT YOU ARE...

A VICTIM

- ▶ **Don't stay** alone.
- ▶ **Clearly and firmly say no** at the first sign of harassment, if possible, and state the reprehensible nature of such actions, which is punishable by law.
- ▶ **Protect yourself** if you can, and avoid any contact with the person who is harassing you.
- ▶ **Do not keep** this situation to yourself – talk to someone else, a colleague, a professor, etc.
- ▶ **Contact** the ISAE-SUPAERO support unit.
- ▶ **Put a file together** with all the evidence you can find to protect your rights: a detailed written report of the facts, text messages, the consequences of violence on your professional/personal life, eye-witness testimony, etc.

A WITNESS

- ▶ **Show solidarity** with the victim.
- ▶ **Provide the victim** with information on the procedures to follow and direct them to the ISAE-SUPAERO support unit.
- ▶ **Give your testimony in writing**, clearly indicating the location, the date, the circumstances and who was present.

SUPERVISORY STAFF

Agents must take the appropriate measures to put an end to acts of harassment or discrimination committed against a student or another agent.

You must **inform** your superiors and **alert** the support unit.

SPEAK OUT

INTERNAL RESOURCES

No matter whether you are a victim or a witness, there are many people you can contact at the school who are there to hear you out and to direct you to the local support unit.

- ▶ There are HDSV contacts in each Division, Department and Service who can be identified by the logo displayed on the door of their offices.



ISAE-SUPAERO's local support unit

✉ ecoute.hdvs@isae.fr

Students and staff, you will be welcomed and advised by trained people, with full confidentiality.

The members of this unit are the only people authorized to read messages.

"Student" Counselling Unit

Office no. 8B23 upstairs at the MDE (Student Center)

☎ 05 31 60 92 92

Made up of student volunteers who are trained to listen – they work in connection with the local support unit.

EXTERNAL RESOURCES

The THEMIS Unit at the Ministry of the Armed Forces

themis@defense.gouv.fr

☎ 09 88 68 55 55

The THEMIS Unit is authorized to undertake investigations.

SOS Homophobia

☎ 01 48 06 42 41

Toulouse Rangueil Police Station

☎ 17 /  114

30 route de Narbonne – 31400 Toulouse

Violence against women – information

☎ 3919

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