

Télécom Paris  
says



TO  
**SEXUAL AND SEXIST VIOLENCE**  
**#NeRienLaisserPasser**

"Zero tolerance"

# TÉLÉCOM PARIS' COMMITMENT

**Everyone is accountable and united to build a better life.**



## ⊕ **Patrick Olivier, President of Télécom Paris**



Télécom Paris has a strong ambition: to be an open, inclusive, and exemplary institution in the fight against all forms of violence, discrimination, and inequality.

This commitment involves all of us—students, teachers, faculty members, staff and student associations—in creating a campus environment where everyone feels respected, heard, and supported.

The progress already made encourages us to keep advancing our efforts to promote gender diversity, continue combating gender-based and sexual violence (GBSV), discrimination against LGBT+ individuals,

racism, and to foster respect for each person's uniqueness.

That is why Télécom Paris has implemented a concrete action plan, structured around six key areas. It includes, among other measures:

**1. Awareness and training initiatives** from the moment students arrive at the school, aimed at fostering a culture of respect and equality, led by Télécom Paris' "Respect and Equality" officers.

**2. Student-led initiatives**, driven with energy by the REC Club (Respect, Listening and Consent), which plays a central role in campus social and festive life.

**3. Awareness initiatives** for faculty and staff, including a charter, role-

playing workshops, and conferences.

**4. A listening and support system** to ensure that victims and witnesses of violence or discrimination are heard and provided with appropriate support.

**5. Regular assessment of discrimination** incidents within the school through surveys conducted among students and staff.

**6. Initiatives to promote better inclusion** of LGBT+ people.

Together, let's make our school a place of respect and openness.

# THE LAW

Recognized by French law that gender-based and sexual violence are offences punishable through the Criminal Code.

## RAPE

[French Criminal code article 222-23]

« Rape is an act of sexual penetration, of any kind, or any oral-genital act committed on the victim, or forced onto the perpetrator, by means of violence, constraint, threat, or surprise.»

› A Crime punishable by 15 years of imprisonment (20 years for aggravated rape)

**1 to 20 female students**  
has been a victim of rape.\*



43%

**IN FRANCE, NEARLY 1 IN 2 WOMEN**  
has experienced non-consensual sexual acts

34%

**STUDENTS**  
**REPORT HAVING**  
**BEEN VICTIMS OR**  
**WITNESSES OF**  
**SEXUAL VIOLENCE**

24% of them experienced  
these acts under the  
influence of alcohol\*

**1 to 10 female students**  
has been a victim  
of sexual assault.\*



## SEXUAL ASSAULT

[French Criminal Code, article 222-22]

« ...any sexual assault committed with violence, coercion, threat, or surprise".\*»

› Offence punishable by 5 years imprisonment and a €75,000 fine (7 years in prison and €100,000 fine for aggravated sexual assault).

\*Source: 2023 Gender and Sexual Violence in Higher Education Barometer - Observatory on Gender and Sexual Violence in ESR

## SEXUAL HARASSMENT

[French Criminal Code, article 222-33]

I. «...imposing on a person, in a repeated manner, comments or behavior with sexual or sexist connotations that either infringe on the individual's dignity because of their degrading or humiliating nature, or create an intimidating, hostile, or offensive context.»

II. "...using any form of serious pressure, even if not repeated, 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. »

› **Offence punishable by 2 years imprisonment and a €30,000 fine (3 years imprisonment and a €45,000 fine in case of aggravated sexual harassment).**

**In 9 cases out of 10  
sexual harassment  
affects women.**



## SEXUAL EXPOSURE

[French Criminal Code, article 222-32]

Exposing oneself or engaging in sexually explicit behavior in public.

› **A criminal offense punishable by 1 year in prison and a €15,000 fine**

## SEXIST INSULT

[French Criminal Code, article 621-1]

«...consists of imposing on someone any remark or behavior of a sexual or sexist nature that either undermines their dignity through its degrading or humiliating character, or creates an intimidating, hostile, or offensive environment for them.»

› **An offense punishable by a €750 fine (€1,500 for aggravated cases and €3,000 in the event of repeat offenses).**

## SEXUAL EXPOSURE

**17%** of students have witnessed it

*Case in point: "bar dancing" in public is a criminal offence*

## CYBERBULLYING AND CYBERSEXISM

[French Criminal Code, article 222-33]

Cyberbullying refers to online harassment through a public platform or private messaging on a social network. It aims to intimidate and humiliate the victim through insulting messages, mockery, threats, and more. When it involves sharing photos or videos with sexual or sexist content, it is referred to as cybersexism.

› **A criminal offense punishable by 2 years in prison and a €30,000 fine**

## ANTI-LGBT+ INSULTS

**20%** of students witnessed it



# CONSENT? LET'S TALK ABOUT IT!

## CONSENT MUST BE:

**Explicit:** Don't leave any room for doubt, ask and clearly express your desires and your limits.

**Free and enlightened:** Without coercion, pressure or threats, and with a clear mind (no alcohol, drugs, serious illnesses, etc.). You know what to expect, what you're getting into.

**Specific:** Saying yes to one practice does not imply consent to everything else. Ask again at every stage!

**Reversible** : a "yes" is never definitive; you're free to change your mind and stop a relationship at any time.

**Informed:** every partner needs to know if there is a risk of sexually transmitted infection (STI) or pregnancy.  
Protect yourself!

## LES RÈGLES DU #JDIWI ON LE FAIT OU PAS ?

OUI + OUI = OUI  
OUI + NON = NON  
OUI + zZZZ = NON  
OUI + EUH... = NON  
OUI + OUI = NON  
OUI + OUI = NON  
OUI + OUI NON = NON  
OUI + ↪ = NON

SI TU HÉSITES ENTRE OUI ET NON,  
POSE-LUI LA QUESTION.

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## REACTING TO SITUATIONS OF SEXIST AND SEXUAL VIOLENCE: THE 5 "D" RULE

If you witness harassment... Take action!  
Each "D" corresponds to a technique that can be used to intervene in complete safety.

DISTRACT

DELEGATE

DOCUMENT

DIRECT

DIALOGUE



Further  
information on  
app-elles.fr

# WE'RE HERE FOR YOU

A prevention and counseling  
(cellule.ecoute@telecom-paris.fr)

A safe space for everyone to be heard.

Because every student deserves to feel safe and respected at the School, the support unit is here for you. Whether you're facing discrimination, violence, or harassment, you can speak freely—we are here to listen, support, and guide you.



**Françoise SCHLÖTTERER**

Respect & Equality Officer  
Project Manager, Dean of Studies

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**Zachary OBERG**

Respect & Equality Officer  
English teacher

Tél. : 01 75 31 93 62 - Bureau : 3A241  
zachary.oberg@telecom-paris.fr

## Other members of the prevention and counseling center:

Patrick Bourgeois • Laurence Cassé • Isabelle Garron • Florine Martin • Christelle Thomas

## PSYCHOLOGISTS



**Odile FEUILLATRE**



**Marie MATHERAT**

Consultations with our psychologists are free of charge.  
You can book an appointment directly on Doctolib,  
available on Tuesdays and Wednesdays.

Phone: 01 75 31 42 49 - Office: 0A255  
psy.eleves@telecom-paris.fr

## REPORT FOR ACTION

The email address **cellule.ecoute@telecom-paris.fr** and the reporting portal **imt.signalement.net** are platforms that enable the **Telecom Paris prevention and counseling center** to handle any report, including sexual and gender-based violence, harassment (verbal, emotional, or sexual) and all forms of discrimination.

**The REC Club - Respect, Listening and Consent**  
(rec@telecom-paris.fr)

## Club REC 2025/2026

Si vous êtes victime de VSS ou de discriminations  
Contactez-nous ou rejoignez la Safe Zone

Nous portons  
des brassards  
roses en soirée



Références internationaux



*Hi there!*

We are the REC team (Respect, Égalité, Consentement : meaning Respect, Listening, and Consent). We are a group of twelve students here to ensure that your years at Télécom are spent in a caring and trustworthy environment.

At Télécom Paris, there is no place for racist, homophobic, or sexist insults, neither for inappropriate behavior, or harassment. Our mission is to prevent all such inappropriate behaviors and to offer you an attentive ear and advice if you need it. We will be there for you if you find yourself in any of these situations or even more generally if you have personal concerns.

Rest assured that your anonymity will be respected, and no action will be taken without your consent. We are here to listen to you and direct you to the right people based on your needs.

We will do everything we can to ensure that your integration and life at Télécom go as smoothly as possible!

It will be our pleasure to welcome you at the beginning of the year, and we look forward to meeting you!



**TéléQueer**  
LGBTQ+ Association of Télécom Paris  
(telequeer.telecom@gmail.com)