Télécom Paris says NO to SEXUAL AND SEXIST VIOLENCE
#NeRienLaisserPasser

“Reacting can change everything”
THE LAW

Gender-based and sexual violence are offences punishable through the French 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).

SEXUAL ASSAULT

[French Criminal Code, article 222-22]

“…any sexual assault committed with violence, coercion, threat, or surprise”.*

“Sexual assault concerns different parts of the body, namely the mouth, breasts, genitalia, buttocks, and thighs.”

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

*Surprise is applied when the victim was unconscious or under the influence of alcohol.
SEXUAL HARRASSMENT

[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 that 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.”

• A crime punishable by 2 years imprisonment and a €30,000 fine (3 years imprisonment and a €45,000 fine for aggravated sexual harassment).

SEXUAL HARRASSMENT HAS AFFECTED WOMEN IN 9 out of 10 cases

INDECENT EXPOSURE

[French Criminal Code, article 222-32]
“Exposure of intimate portions of one’s body in plain view in a space that is accessible to the public...”

• A crime punishable by 1 year in prison and a fine of €15,000.

SEXIST SLURS / INSULTS

[French Criminal Code, article 621-1]
“Except in cases stipulated in articles 222-13, 222-32, 222-33 and 222-33-2-2, a sexist slur / insult is a comment of a sexual or sexist nature that either violates the victim’s dignity because of its degrading or humiliating nature, or exposes that individual to an intimidating, hostile, or insulting context.”

• Punishable by a fine of €750 (€1,500 in the case of aggravated slurs and €3,000 in the case of a repeated offence).

• Established in the law against gender-based and sexual violence of August 3, 2018.

EVIDENCE TO BE PROVIDED: Testimonials, images (video surveillance, phone, etc...)
TÉLÉCOM PARIS' commitment

Everyone is accountable and united to build a better life

Télécom Paris must strive to be a responsible, supportive and exemplary school in terms of diversity and openness.

In particular, the percentage of women in our school, students and faculty members combined, is still far too low, whether as students or as faculty members, and this reality can increase the risk of behavior that endangers the values of our school.

The fight against harassment, discrimination and abuse, including sexist and sexual violence, is one of Télécom Paris' top priorities. In light of this, we have drawn up an action plan for students and staff, which is divided into five key areas:

- Awareness-raising and training initiatives for male and female students, from the moment they arrive at the school and throughout their studies, which are carried out by the Respect & Equality Officers at Télécom Paris.
- Awareness-raising initiatives carried out by students within the student union, in particular by the REC (Respect, Listening and Consent) Division, which is involved in all aspects of student life including social gatherings and student events.
- Awareness-raising activities for faculty and staff in the form of a charter and practical workshops.
- A prevention and counseling center that brings together various cross-disciplinary experts within the school. It's here where all victims and witnesses of sexist and sexual violence can find assistance and support.
- Continuous assessment of perceptions of discrimination via student and staff surveys.

Only together can we make our school a welcoming and caring environment.

Nicolas Glady
President of Télécom Paris

Télécom Paris
Hello to all the new Telecom Paris students!

At Télécom Paris, the REC (Respect, Listening and Consent) Division ensures that the students in each academic year are respectful and considerate. The five of us are students, like yourselves, and are here for you and ready to listen if you have the slightest problem whether you are being intimidated, a victim, or a witness of sexist, racist or homophobic comments, or simply need someone to talk to. You can turn to us to help you find a solution or to be redirected to the right people. Hazing is not part of the Telecom spirit and we are present during the orientation and social events to make sure that no one feels pressured to do anything. Your privacy and confidentiality will always be respected. We look forward to meeting you at the Orientation Weekend!

Our diverse Listening Unit also includes: Laure Aptel, PhD student; Marianna Baziz, Coordinator of cross-disciplinary doctoral training; Sarah Bensalem, Student Life Officer; Patrick Bourgeois, technical support; Aïda Jaïdane, Development Officer; Johanna Legru, Social Diversity & Handicap Officer; Marie Millet, executive assistant.

The REC Division (Respect, Listening and Consent) of the Student Union (BDE) (rec@telecom-paris.fr)

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