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Télécom Paris  
says



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

*"Zero tolerance"*

# TÉLÉCOM PARIS' COMMITMENT

Everyone is accountable  
and united  
to build a better life.



## + Nicolas Glady, President of Télécom Paris



To truly exemplify diversity and openness, Télécom Paris must actively prioritize and foster inclusivity. It is imperative that we address gender diversity not only among our students, teachers, and staff but throughout our entire campus. Together, we are responsible for creating a secure, inclusive, and respectful environment that embraces the well-being of everyone.

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:

1. Awareness-raising and training initiatives for all 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.

2. 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.

3. Awareness-raising activities for faculty and staff in the form of a charter and practical workshops.

4. 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 from these contacts.

5. Continuous assessment of perceptions of discrimination via student and staff surveys

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



# 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)**



**One in 20 students has been a victim of rape.\***



**One in 10 students has been a victim of sexual assault.\***

**IN FRANCE, 43% OF WOMEN HAVE BEEN SUBJECTED TO NON-CONSENSUAL SEXUAL ACTS**



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

**24% of them have been subjected to them under the influence of alcohol.\***

## 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 imprisonment and a €75,000 fine (7 years in prison and €100,000 fine for aggravated sexual assault).**

## 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).**



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

**OF STUDENTS HAVE ALREADY  
WITNESSED LGBTQIA+PHOBIC  
INSULTS**

20%

## INDECENT EXPOSURE

[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..."

- **Offence punishable by 1 year in prison and a fine of €15,000.**

**OF STUDENTS HAVE  
WITNESSED SEXUAL  
EXHIBITION**

17%

The Bar or Limousin Dance is an exhibition

## 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."

- **Offence punishable by a fine of €750. (€1,500 in case of aggravated slurs and €3,000 in the case of repeated offence).**
- **Established in the law against gender-based and sexual violence of August 3, 2018.**

# CONSENT? LET'S TALK ABOUT IT!



## CONSENT MUST BE:

- **Explicit:** A clear and unambiguous verbal agreement. The absence of "yes" means "no". Consent is a definitive, clear, and straightforward "yes".
- **A voluntary, sober agreement:** Consent is a conscious choice (without being under the influence of alcohol or drugs).
- **Never implied or assumed:** There are limits to consent and these limits must be respected.
- **Reversible:** "Yes" once does not mean "yes" all the time. A person can and does have the right to change their mind. Each partner must respect the other's choices.
- **Informed:** Each partner needs to know the risks 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~~ = NON

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

Éditeur responsable : Christel Verdel, Chaussée de Ware 100,  
1050 Ixelles

AMNESTY INTERNATIONAL BELGIQUE FRANCOPHONE

Révisé et corrigé par [www.amnestybelgium.be](http://www.amnestybelgium.be)

Contactez nous au 02 343 71 09

ou en écrivant à [jeunes@amnesty.be](mailto:jeunes@amnesty.be)

Toutes les autres activités sont sur [www.amnesty-jeunes.be](http://www.amnesty-jeunes.be)

Ne me jette pas sur la voie publique... affiche-moi !

**Suis-nous**

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Si tu souhaites promouvoir nos actions,  
aide-nous à les faire connaître en collant  
cette affiche dans ton école ou à ta fenêtre.  
Tu souhaites recevoir cette affiche en PDF ?  
Envoie un email à [jeunes@amnesty.be](mailto:jeunes@amnesty.be)



# WE'RE HERE FOR YOU

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

In order to make the school more welcoming to diversity of any kind, our prevention and counseling center responds to all forms of discrimination and aims to help, guide, and support victims of violence or harassment by allowing them to express themselves freely. Do not hesitate to call the Prevention and counseling center to report any discrimination or gender-based or sexual violence.



- **Françoise SCHLOTTERER**  
Respect & Equality Officer  
Project Manager, Dean of Studies  
Phone: 06 43 11 25 07 - Office: 2C19  
francoise.schlotterer@telecom-paris.fr



- **Vincent LE GALLIC**  
Respect & Equality Officer  
Systems Engineer - IT management  
Phone: 01 75 31 95 59 - Office: 2A253  
vincent.legallic@telecom-paris.fr

## Other members of the prevention and counseling center:

Sarah Bensalem • Patrick Bourgeois • Laurence Cassé •  
Isabelle Garron • Christelle Thomas

## PSYCHOLOGISTS



- **Odile FEUILLATRE**



- **Marie MATHERAT**

**Free consultations** on Tuesdays, Wednesdays, and Thursdays.  
Please make appointments via Doctolib  
Phone: 01 75 31 42 49 - Office: 0A256  
psy.eleves@telecom-paris.fr

## REPORT FOR ACTION

The email address [cellule.ecoute@telecom-paris.fr](mailto:cellule.ecoute@telecom-paris.fr) and the reporting portal [imt.signalement.net](https://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 2024/2025**  
If you are victim of VSS or discriminations  
Contact us or go to the Safe Zone

We are wearing pink armbands during parties

 Sarah IZIF 07 45 42 07 20	 Hina BILLOU 06 52 05 67 29	 Maxime BOUTILLER 07 81 67 51 24	 Laura KIRLER 07 60 46 67 53	 Hysiam LEBATTEUX 06 59 58 33 66	 Bastien LECOMTE 06 48 08 40 63
 Sahity KATIRIAACHARANKA 06 59 20 66 58	 Capucine MASSON 07 88 31 20 36	 Béatrice NGAZIÉ 07 31 84 59 71	 Justine DGER 06 81 40 89 39	 Damien PELISSIER 07 86 42 33 43	 Sacha BADOUANOUC 06 29 37 30 27

International References



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