RÉPUBLIQUE FRANÇAISE
Liberté
Égalité
Fraternité

TELECOM Paris

INSTITUT POLYTECHNIQUE DE PARIS

Institut Mines-Télécom

Télécom Paris
says

TO SEXUAL AND SEXIST VIOLENCE AND ANY FORM OF DISCRIMINATION

#NeRienLaisserPasser

"Zero tolerance"

TÉLÉCOM PARIS' **COMMITMENT**

Working together for an inclusive, respectful and safe campus.
At Télécom Paris, excellence cannot exist without high ethical standards

Patrick Olivier, President of Télécom Paris

Because an institution cannot be exemplary without being just, Télécom Paris resolutely upholds a fundamental ambition: to be an **open, inclusive, and uncompromising institution in the face of all forms of violence, discrimination, and inequality.**

This is not an option—it is a responsibility. It commits all of us—students, staff, faculty, and student associations—to building, every day, **an environment where the dignity, safety, and respect of every individual are guaranteed.**

We pursue this fight with clarity, consistency, and courage. It is embodied in concrete and visible actions, **structured around six key priorities** and led at the highest level of the institution:

Training and awareness from the moment students arrive at the school, to foster a culture of respect and equality, embodied by our "Respect and Equality" officers.

Supporting student initiatives, particularly the REC Club (Respect, Listening, and Consent), a driving force in campus social and festive life, working daily toward a safer and more inclusive campus.

Engaging all staff and faculty through a commitment charter, role-playing workshops, conferences, and reflection tools.

Establishing a genuine listening and support system to ensure that every victim or witness of violence or discrimination is heard, protected, and supported.

Objectively assessing reality through regular surveys among students and staff to measure, understand, and act.

Strengthening LGBTQIA+ inclusion through targeted actions led by committed representatives within the entire community.

These advances are only the beginning. There can be zero tolerance for gender-based and sexual violence, racism, homophobia, sexism, or any other form of exclusion. **We reject blind spots, silence, and gray areas.**

Making Télécom Paris a safe, respectful, and open place for all individuals: this is our commitment.

And we will carry it forward **together**, with determination, consistency, and vigilance.

THE LAW

Recognized by French law that gender-based and sexual violence are offences punishable through the Criminal Code.
[French Criminal, november 2025]

«Any non-consensual sexual act constitutes sexual assault or rape. Consent must be freely given and informed, specific, given in advance, and revocable. It cannot be inferred solely from the victim's silence or lack of reaction. There is no consent if an act of a sexual nature is committed through violence, coercion, threats, or surprise, regardless of their nature.»

RAPE

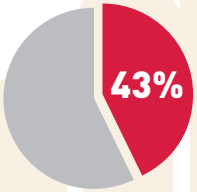
[French Criminal code article 222-23]

«Any act of sexual penetration, of any kind, or any oral-genital act committed on another person or on the perpetrator through violence, coercion, threats, or surprise constitutes rape.»

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

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

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



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

STUDENTS REPORT HAVING BEEN VICTIMS OR WITNESSES OF SEXUAL VIOLENCE

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

SEXUAL ASSAULT

[French Criminal Code, article 222-22]

« ...any sexual act committed with violence, coercion, threat, or surprise. Sexual assault may involve different parts of the body, including the mouth, breasts, genitals, 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).

*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 environment."

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**

SEXUAL EXPOSURE

17% **of students have witnessed it**

Case in point: the so-called "danse du bar" in public is a criminal offence

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).**

ANTI-LGBT+ INSULTS

20% **of students witnessed it**

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**

CONSENT? LET'S TALK ABOUT IT!

CONSENT MUST BE:

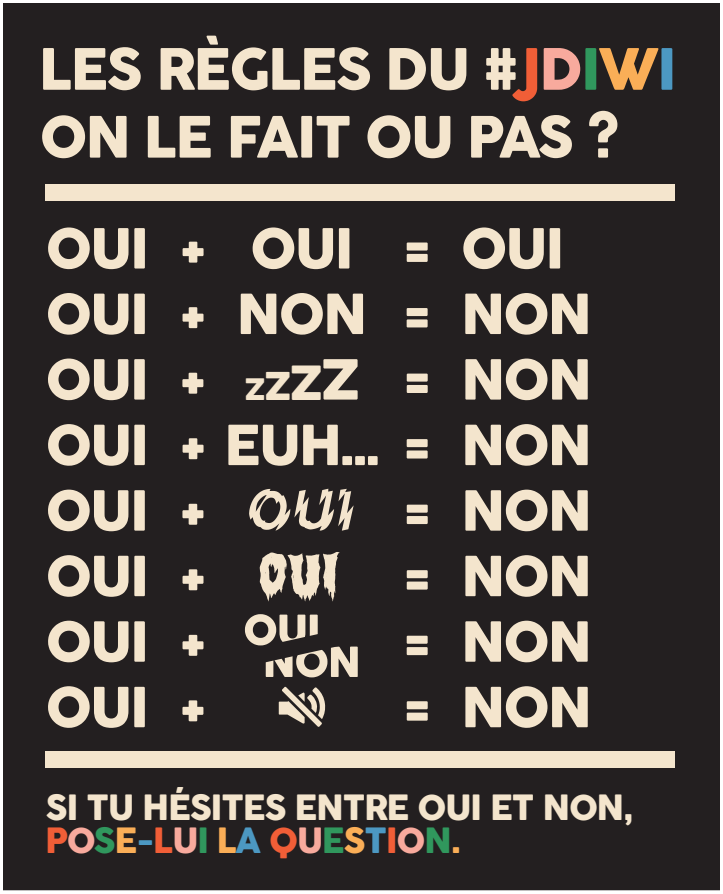
Explicit: Don't leave any room for doubt, ask and clearly express your desires and your limits.

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!

Revocable: 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!



©Amnesty international Belgique francophone

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

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

Zachary OBERG
Respect & Equality Officer
English Instructor
Phone: 01 75 31 93 62 - Office: 3A241
zachary.oberg@telecom-paris.fr

Other members of the prevention and counseling center:
Sabrina Benhenni • 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: 0A256
psy.eleves@telecom-paris.fr

REPORT A CONCERN

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)

Hi there!
We are the REC team (Respect, Écoute, 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, nor 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
Whatsapp

Photo credits: Télécom Paris, ENSTA Paris, DDC, Philippe Fréteault - July 2026