

FIGHTING SEXUAL AND GENDER-BASED VIOLENCE AT UNIVERSITY

Our University is strongly opposed to all forms of sexual and gender-based violence but is unfortunately not immune to it. A **listening and support service** has been set up to address any incidents and provide support to students and staff.

The message is clear: behaviour that amounts to sexist and sexual violence is not tolerated within the University community and anywhere.

Gender-based and sexual violence is defined by the French Labour Code and the French Penal Code:

gender-based or sexual violence covers a broad range of inappropriate behaviours. Engaging, or attempting to engage, in a sexual act with an individual without their consent is a crime. Sexual misconduct and harassment are also severely punished.

Sexual harassment is defined as *"repeatedly imposing on a person comments or behaviours of a sexual or sexist nature, which are intended to or have the effect of:*

- either violating their dignity by being degrading or humiliating,
- or creating an intimidating, hostile or offensive situation for them."

Sexual harassment also encompasses *"any form of unwanted conduct, even if not repeated, exercised 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 a third party."*

REGARDLESS OF GENDER, SEX OR SEXUAL ORIENTATION

Homophobic and transphobic violence can also be reported. Any violence, physical or psychological, based on gender, sex or sexual orientation can be reported to the listening and support service.



**STOP
VIOLENCE!**

Victim or witness, whether you are a student or a member of staff, you can contact the university listening and support service: **cellule-ecoute@unicaen.fr**



More information on university website: www.unicaen.fr/en/sexual-and-gender-based-violence-prevention-and-support/

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SEXUAL & GENDER-BASED VIOLENCE

— PREVENTION AND SUPPORT



THE LISTENING AND SUPPORT SERVICE IS HERE TO HELP

WHO CAN ACCESS THE SUPPORT SERVICE?

Anybody working or living on our campuses (staff, students,) can send an email to the support service. If a student or member of staff has experienced or witnessed any form of sexual and gender-based violence, harassment or abuse, we are here to help.

HOW IS THE LISTENING AND SUPPORT SERVICE CONSTITUTED?

Our team are coordinated by the vice-presidents for Equality, parity and civic life and are composed of members from the University Equality Commission (academic staff, administrative staff, students) and professionals from the University health services. The updated list of members is public and can be consulted on www.unicaen.fr/en/sexual-and-gender-based-violence-prevention-and-support/

The listeners will not be part of the victim's immediate work or study environment.

WHAT'S ITS ROLE?

The University takes all reports of misconduct seriously. However, the mission of the support service team is not to conduct an investigation or to carry out medical monitoring.

The role of our team is primarily to listen and link you up with further medical, emotional and advisory support you may need. Our team will provide you with information on all of your options.

WHAT RULES ARE FOLLOWED?

Confidentiality, neutrality and kindness. Our team members are trained and experienced in taking disclosures and offering guidance.

WHAT TYPES OF INCIDENTS CAN BE REPORTED?

All acts of sexist and sexual violence and, by extension, homophobic and transphobic violence can be reported. Sexist, homophobic and/or transphobic «atmospheres» can also be reported to the hotline.

HOW TO REPORT SEXUAL AND GENDER-BASED MISCONDUCT?

You can contact the service by email: cellule-ecoute@unicaen.fr. It will be processed by the vice-presidents for Equality and the equality officer who will quickly contact you.

Health services, colleagues, comrades, union members can also take the first statement and refer the victim to the listening and support service. Their identity is public and updated online.

CAN IT BE ANONYMOUS?

When you contact the support service, you can choose whether to provide contact details or to report anonymously.

For example, you can create an anonymous e-mail address and use it to contact the unit, requesting an analysis of your situation without revealing your identity.

CONTACT

cellule-ecoute@unicaen.fr

FUNCTIONING OF THE LISTENING & SUPPORT SERVICE

