

La Rochelle
Université



RÉPUBLIQUE
FRANÇAISE

*Liberté
Égalité
Fraternité*

SEXUAL AND
GENDER-BASED
VIOLENCE

GUIDE

for trainees and
apprentices

univ-larochelle.fr

Would you like to find out more about sexual and gender-based violence?

Have you witnessed sexual violence?

Are you reluctant to talk about it?

Are you afraid of the consequences?

You're experiencing things and you don't know if they're normal?

Perhaps you've already heard of it?

You don't know who to turn to?

Then you've come to the right place.

All students have to complete a work placement. A work placement should be an opportunity to discover the professional world and gain valuable experience. However, this can become a difficult and complicated situation when the student is subjected to sexual or gender-based violence.

This guide is designed to raise awareness before your work placement, but also to help you if you feel lost during your work placement or apprenticeship contract. It has been designed for **you, student**, who could possibly **witness** or be the **victim** of **sexual and gender-based violence**. It will help you define what such violence is, to recognise and identify it, and also to know who to turn to in such situations, so that you don't feel alone and can find a solution to your problem.

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SEXUAL VIOLENCE AND GENDER-BASED

According to the Larousse dictionary, **sexism** is "a discriminatory attitude based on sex¹". It can be directed at women, but also at men. It manifests itself in a variety of ways, including words and acts.

Sexual and gender-based violence can take the form of words (written or spoken), behaviour or contact of a sexual nature, **imposed by one person on another**, in other words, **without the latter's consent**. It can occur in any environment and is often invisible, minimised or trivialised, which explains why some witnesses or victims find it difficult to speak out or wonder whether what they are experiencing is "normal".

“

So, when it comes to gender-based and sexual violence, we are talking about **consent**, meaning **giving your agreement**, in person.

"The notion of consent is very important because in cases of sexual violence, **the victim did not consent to or desire the sexual nature of behaviour and/or comments and/or images**. Refusal and non-consent may be expressed by words, silence, attitude or writing. Consent must be **reciprocal and mutual**: it may be expressed by words, behaviour or both²."

”

1. Larousse

2. <https://arretonslesviolences.gouv.fr/>

But keep in mind:

- ➔ There is no **consent** if this agreement is not given, or if you are **unconscious**.
- ➔ Consent is a **one-off decision**.
- ➔ There is no **consent** if it is not **free** and **informed**, meaning if it is obtained by threats, blackmail or force.
- ➔ **Silence** or **lack of response** does not mean that you have given your consent.
- ➔ Consent is **temporary** and **reversible**. If you gave your consent at a given time, you are completely free to decide that you no longer wish to continue, to express your refusal and to take it away.

**NO MEANS NO,
AND NO YES
MEANS ALSO NO.**

TYPES OF

sexual and gender-based violence

• VERBAL AND PSYCHOLOGICAL VIOLENCE

Comments, jokes, insults, moral or sexual harassment, pressure, sexual comments or remarks, blackmail, threats, etc.

• ONLINE VIOLENCE

Content of a sexual nature, sending and/or distributing intimate photos or videos, insults, mockery, blackmail, cyberstalking, revenge porn, threats, etc.

• PHYSICAL VIOLENCE

Sexual gestures, indecent exposure, blackmail, molesting, physical assault, rape, etc.

SOME FIGURES

60%

OF WOMEN IN EUROPE

say they have experienced some form of **sexual or gender-based violence at work**, according to IFOP3.³

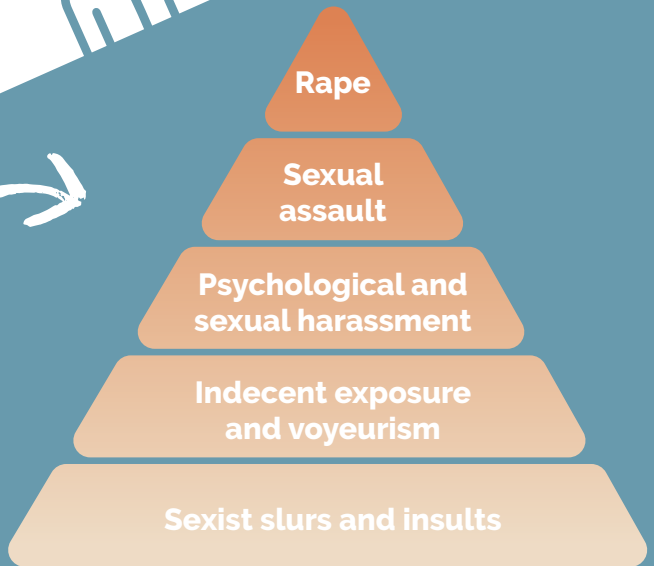
80%

OF WOMEN

consider they **regularly experience sexism at work**, according to the Conseil Supérieur de l'Égalité professionnelle entre hommes et femmes, in 2015⁴.



All these types of sexual and gender-based violence can be classified and are reprehensible.



3. IFOP (French Institute of Public Opinion), European Observatory on Sexism and Sexual Harassment at Work, IFOP research report for the Fondation Jean-Jaures and the Foundation for European Progressive Studies, October 2019

4. Conseil Supérieur de l'Égalité professionnelle entre hommes et femmes (CSEP), sexism in the workplace, CESP Report, n°2015-01, March 2015

SANCTIONS AND PENALTIES

SEXIST SLURS AND INSULTS

OFFENCE

Fourth-class fine (€90 for immediate payment and up to €750) or fifth-class fine (up to €1 500) for aggravating circumstances or repeated offence.

French Criminal Code, article 621-1

INDECENT EXPOSURE, VOYEURISM

OFFENCE

Offence punishable by **one year of prison and a €15 000 fine** (article 222-32 of the Criminal Code). Voyeurism is also punishable by up to two years in prison and a €30 000 fine, depending on the circumstances.

French Criminal Code, article 226-3-1

PSYCHOLOGICAL AND SEXUAL HARASSMENT

OFFENCE

Up to **two years'** imprisonment and a **€30 000 fine**. In the event of aggravating circumstances, the sentence can be increased to **three years** imprisonment and a **€45 000 fine**.

French Criminal Code, article 222-33

ONLINE HARASSMENT

OFFENCE

It can take different **forms** and is covered by several articles of the Criminal Code. You can find them on **this site**: https://arretonslesviolences.gouv.fr/index.php/besoin-d-aide/harcelements#ce_que_dit_la_loi2

AGRESSION SEXUELLE

CRIME

Punishable by **five years'** imprisonment and a **€75 000** fine.

French Criminal Code, article 222-27

RAPE OR ATTEMPTED RAPE

CRIME

Punishable by **15 to 20 years** of imprisonment.

French Criminal Code, article 222-23



THE LABOUR
CODE ALSO
**PROHIBITS
SEXIST BEHAVIOUR
IN THE WORKPLACE**

"No one should be subjected to sexist behaviour, defined as any behaviour related to a person's sex, the purpose or effect of which being to undermine their dignity or to create an intimidating, hostile, degrading, humiliating or offensive work environment.⁵"

Labour code, article 1142-2-1

“

Since October 2022, all **La Rochelle Université work placement agreements, apprenticeship and work-study contracts** include a **paragraph on equality, diversity and inclusion** (paragraph 4.2).

This paragraph states that the receiving organisation and the university have a responsibility in **protecting** student interns and refers to the role of the **listening and support centre “L'Université me protège”**.

Don't hesitate to read about it in the work placement agreement/contract of which you have a copy, as does the receiving organisation.

”



WORK PLACEMENT

CONTEXT

Sexual and gender-based violence can happen anywhere, including internships and work placements. **Moreover, the trainee position can be perceived as “vulnerable”**, because of its positioning in relation to a hierarchical superior, but also because of the fears that the trainee may have of expressing themselves (for example: “it could harm my studies, my results, the pursuit of my internship”, etc.).

During international mobility (work placement abroad), students may find it more difficult to seek help or express themselves because of the different cultural

context, the loss of points of reference, the distance from family and friends or the language barrier.

Witnesses or victims of sexual and gender-based violence may be afraid to speak out, for fear that their internship will not be validated, that they will not be recruited, that it will harm their career or that their reputation will be damaged if they refuse.

IT IS NOT NORMAL TO WITNESS
OR BE A **VICTIM** OF SEXUAL
OR GENDER-BASED VIOLENCE.
IT IS IMPORTANT TO REPORT IT.

THE LISTENING AND SUPPORT CENTRE



THE LISTENING AND SUPPORT CENTRE

You can contact the listening centre by email
(we will keep it confidential):

luniversiteme protege@univ-lr.fr

It is made up of 5 members of university staff:

The vice-president

for Quality of Working Life and Equality

The vice-president

for Education and Student Life

The Deputy General Manager

of services

The Director

of Studies and Student Life

The doctor

from the University
Health Service



After reporting an incident, the listening centre commits to:

- 1. Processing** the email within 72 hours (excluding weekends and holidays),
- 2. Meeting** you (face-to-face or by videoconference) to listen and provide guidance (the interview is confidential),
- 3. Finding** a solution to the problem and providing you with an answer, and also to direct and assist you in finding the right people to help you with your situation,
- 4. Providing** a written response to your request.

THE AIM IS TO REASSURE WITNESSES
AND VICTIMS AND TO SEEK WITH THEM
THE SOLUTIONS ADAPTED TO THEIR NEEDS.

2

UNIVERSITY HEALTH SERVICE (SDSU)

The SDSU **welcomes, listens to, supports** and **informs** all students at La Rochelle Université, while respecting **professional secrecy**.

You will find a **multidisciplinary team** made up of different professionals: social workers, nurses, doctors, psychiatrists and psychologists.

Sexual and gender-based violence has an impact not only on private life, but also on student life, and every professional in the service will **listen to you** and **support you** if you feel the need.

The SDSU and the "l'université me protège" listening and support centre have very close links. Whether you turn to one or the other, they will listen to you and direct you to the right people.

YOU SHOULD
KNOW THAT
THERE IS NO SPECIFIC
BEHAVIOUR TO ADOPT
IN THE FACE OF
VIOLENCE, BUT ONE
THING IS CERTAIN:
**IT IS NOT YOUR FAULT
AND YOU CAN CHANGE
THINGS.**



3

WHY NOT TALK ABOUT IT?

Are you wondering what the benefits of speaking out are?

DO IT FOR YOURSELF

The violence you are subjected to can have serious repercussions **on your physical health** (various somatisations, pain, gastrointestinal disorders, muscle and joint pains, etc.) and **your mental health** (sleep disorders, memory and attention problems, loss of self-esteem, anxiety, isolation, guilt, shame, exhaustion, loss of appetite, etc.).

Moreover, sexual and gender-based violence can become increasingly serious, which is why it is important to talk about it.

DO IT FOR OTHERS

It is also important to talk about it for others. A person who behaves in this way towards a student may behave in the same way towards other students, or even towards employees.

The **pattern repeats itself regularly**, which is why it is vital to talk about it, to prevent this person from perpetuating the violence on others, and so **to protect them in turn**. You are not alone. If this is happening to you, it may have already happened and it may be happening to other people.

NOT TALKING ABOUT IT IS NEVER THE SOLUTION, AS IT USUALLY LEADS TO A DETERIORATION OF THE SITUATION.



WHO CAN YOU TURN TO?



AT THE UNIVERSITY

- **UNIVERSITY HEALTH
SERVICE (SDSU)**

44 avenue Albert Einstein,
17000 La Rochelle

05 46 45 84 46

or by email:

sdsu@univ-lr.fr

or via doctolib:

SSU La Rochelle

- **LISTENING AND
SUPPORT CENTRE**

You can contact them
via this email address:

luniversitemeprotege@univ-lr.fr

- **REFERENT TEACHER**

This is the person at the university who supervises your work placement. **His or her name and email address are usually mentioned on the first page of the work placement agreement or apprenticeship contract.**

You can, of course, turn to the people close to you, but competent professionals are also available to listen and support you at the university.

2

OUTSIDE THE UNIVERSITY

There are also other organisations that can help you, listen to, and support you:



A social worker is present at police stations and gendarmerie brigades to listen to and support victims of violence.

**#BALANCE
TON
STAGE**

"BALANCE TON STAGE" ASSOCIATION

It was created by three students from Lyon, who were struck by the number of their fellow students who had witnessed or been victims of sexism during their work placements.

Some student interns were able to talk anonymously about typical behaviours they had experienced during their work placement and how they felt about them.

We invite you to take a look at their website:

www.balancetonstage.com

or their Instagram: [balancetonstage](https://www.instagram.com/balancetonstage).

“

KNOW THAT
YOU ARE NOT
ALONE, THAT IT IS
NOT YOUR FAULT.
YOU ARE RIGHT
TO TALK ABOUT IT.

**WE CAN HELP YOU
WE BELIEVE YOU**

”