

THE REPORTING UNIT'S FAQ

I want to report a situation but I don't think it is within the Reporting Unit's remit. Who else can I turn to?

There are specific contacts for issues involving ethics, deontology and scientific integrity. <https://www.cnrs.fr/en/ethics-deontology-scientific-integrity-and-whistleblowing>

The CNRS Ombudswoman can be contacted regarding relational difficulties or interpersonal conflicts. <https://www.cnrs.fr/en/person/pascale-beyma>

Can I contact the Reporting Unit if I am not a CNRS employee?

Yes you can if the acts were committed by a CNRS employee.

Can I contact the Reporting Unit if I am a CNRS employee and wish to report a non-CNRS employee's actions?

Yes and if the procedure is taken further the Reporting Unit will contact the accused person's employer.

Can an alert be anonymous?

No an alert cannot be handled anonymously. However, you can always make an initial contact with the Reporting Unit anonymously. The Unit will explain the scope of events covered by its work.

Do I have the right to provide screenshots or e-mails to support my alert?

Yes. Any message or e-mail sent to you can be forwarded to the unit to support your alert.

Is there a link between the Reporting Unit's work and any possible criminal proceedings?

All action taken with the Reporting Unit is completely independent of any possible criminal complaints. It is up to the person who considers him- or herself to be a victim to contact the competent authorities if he or she wishes to make a complaint as well as alerting the CNRS Reporting Unit.



ABUSE, DISCRIMINATION,
MORAL HARASSMENT,
SEXUAL HARASSMENT,
SEXIST BEHAVIOUR



THE CNRS REPORTING UNIT



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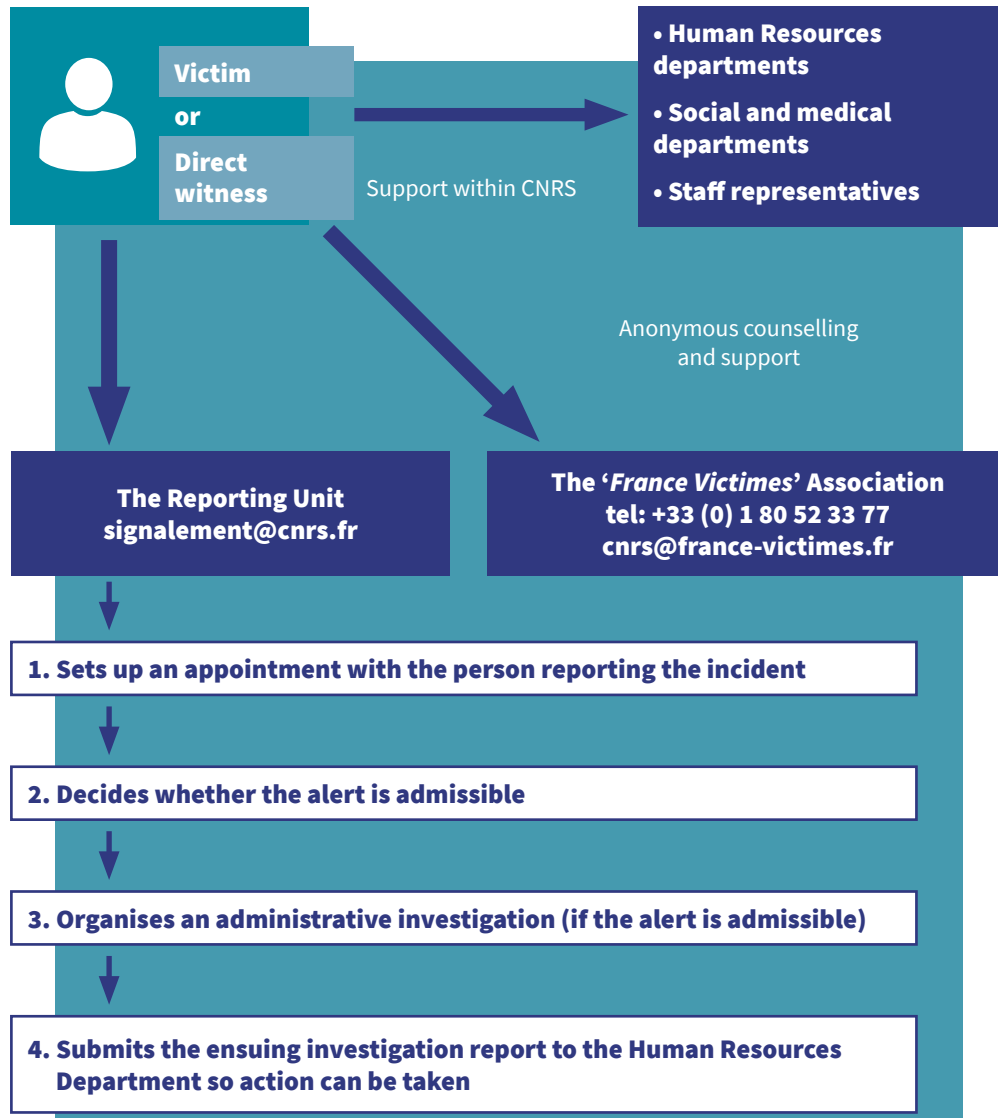
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The CNRS provides a system for its staff members for reporting and dealing with sexist behaviour, discrimination, psychological or sexual harassment and violence. The Reporting Unit is under the responsibility of the Reporting Officer appointed by the CNRS Chairman and CEO and can investigate all cases reported to it.



ALERTS - STEP BY STEP

1. An interview with the person who made the alert

During this video conference interview, the Reporting Unit will inform the person who made the alert about:

- the possible actions that the Reporting Unit can take;
- the information the Unit needs to process the case namely the most detailed account possible of the facts plus any documents the person may possess;
- the psychological and social support provided by the 'France Victimes' association;
- any other existing measures or systems that are relevant to the situation described.

2. Is the alert admissible?

The Reporting Officer decides whether the alert is admissible on the basis of the information provided by the person who reported it.

If **no relevant information is provided** or if the information provided is not covered by the Unit's remit then the alert cannot be accepted.

If this is the case **the Reporting Unit will redirect** the person making the alert to another appropriate contact person.

In all other cases, the alert is declared admissible.

The person who reported the alert will be **informed of any action taken** regarding his or her alert.

3. An administrative investigation is set up

The Reporting Unit will **set up an administrative investigation** to establish whether the reported facts are true if the information provided justifies this. Such investigations are carried out in compliance with the principles of **impartiality, confidentiality and the presumption of innocence**.

4. The investigation report is sent to the CNRS's HRD

The administrative investigation carried out under the responsibility of the Reporting Unit leads to an **investigation report being written and** submitted to the CNRS Human Resources Department. On the basis of this report the Human Resources Department will **decide whether to initiate disciplinary proceedings** against the person responsible for the facts reported.