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

THE CNRS IS THERE TO SUPPORT YOU
The CNRS provides a system for its staff members to report and deal with sexist behaviour, discrimination, psychological or sexual harassment and violence.

**Sexist behaviour and sexual violence**

- Any behaviour linked to a person’s sex intended to violate their dignity or create an intimidating, hostile, degrading or offensive environment or which has that effect.

  *Exemples:* sexist or obscene remarks, remarks about a person’s physical appearance, discussions with a sexual content and, in the most serious cases, sexual assault or rape.

**Discrimination**

- Differences in the way people are treated based on a criterion that is against the law (sex, origins, physical appearance, age, family status, union membership, sexual orientation, etc.) and involves a subject covered by the law (salary, access to a job, renewal of a contract, training, promotion, etc.).

**Moral harassment**

- Repeatedly imposing comments or behaviour on a person whose purpose or effect is to degrade working conditions and thus infringe the person’s rights and dignity, affect his/her physical or mental health or negatively affect his/her professional future.

  *Exemples:* a disrespectful or demeaning attitude, taking work tasks away from a person, deliberate isolation and so forth.

**Sexual harassment**

- Repeatedly imposing comments or behaviour with sexual connotations on a person whose degrading or humiliating character violates the person’s dignity or creates an intimidating, hostile or offensive situation in the workplace. This may also involve putting serious pressure on a person (even if not repeated) with the real or apparent aim of engaging in a sexual act with that person.

  *Exemples:* looking at a person insistently, inappropriate and disrespectful gestures, the dissemination of erotic and/or pornographic images, requesting a sexual act, etc.
HOW TO REACT?

Firmly refuse

Collect evidence - as far as possible keep e-mails or text messages, collect witness statements, etc.

Establish a detailed chronology of the events

If you are a witness or confidant then show solidarity with the victim and inform him/her of the steps to take.

WHAT STEPS SHOULD I TAKE?

The CNRS reporting unit

The unit’s role is to carry out administrative investigations so the CNRS can punish proven cases of sexist behaviour, discrimination, moral or sexual harassment or violence.

The unit is bound by an obligation of confidentiality and maintains a strictly neutral position while also respecting the presumption of innocence.

A case may be referred to the unit by any CNRS employee who considers him- or herself to be a victim or witness of such behaviour. Cases may also be referred to the unit by any person who considers they have been the victim of acts committed by a CNRS employee.

The ‘France Victimes’ association

This is an anonymous and free psychological and social support service provided by telephone or through the network of local partner associations.

Other contacts

You can also of course contact other internal stakeholders:
• Human resources departments
• Occupational health services
• Social assistants
• Staff representatives
CONTACTS

The CNRS reporting unit: signalement@cnrs.fr

The free anonymous support line run by the ‘France Victimes’ association:
01 80 52 33 77 7 days a week - 9 a.m. to 9 p.m.
cnrs@france-victimes.fr

All this information is also available on the CNRS intranet