

Charter of Information and Prevention  
**Gender-Based Violence  
and Consent Culture**



# At UGA: zero tolerance when faced with gender-based violence

Université Grenoble Alpes and its component institutions, Grenoble INP-UGA and ENSAG-UGA, are committed to taking action against gender-based violence (GBV). This means guaranteeing everyone the right to work and grow in an environment where their health, safety and dignity is protected. Having a “zero tolerance” policy for inappropriate behaviour requires daily vigilance from all.

This commitment, launched as part of the Professional Gender Equality Plan 2021-2023, consists of information, prevention and training campaigns aimed at the entire university community. These campaigns are implemented through the staff training plan and awareness-raising efforts aimed at target audiences (executive boards of component institutions, supervisors, interns from the Faculties of Medicine and Pharmacy, PhD students).

Taking action against GBV also requires handling and responding to each situation, as well as all acts of violence, harassment and discrimination.

This commitment was strengthened in 2021, when a joint reporting service was set up, accessible to all staff, students and PhD students, as well as a unit dedicated to managing legal and institutional affairs. The reporting service was strengthened by partnership agreements with the Grenoble and Valence courts, as well as the associations France Victime 38 and France Victime 26 Remaid.

Since 2020, UGA has worked in partnership with the association Sexe et Consentement to draw the university community's attention to the importance of building a culture of equality together. This charter embodies this principle, which is also part of the

guidelines of the Ministry of Higher Education and Research, which supports these initiatives and charter through its National Plan to Combat Gender-Based Violence, launched in 2020.

It was designed as a resource for good practices to adopt in order to prevent and respond to GBV situations, which we all may encounter.

Through this Charter, the signatory institutions (UGA, Grenoble INP - UGA, ENSAG - UGA) commit to making consent culture a founding principle in the fight against GBV.

**Sophie Louargant,**  
Vice-President for Gender Equality  
and Non-Discrimination, UGA

« We must guarantee everyone the right to work and grow in an environment where their health, safety and dignity are protected. »





## ACKNOWLEDGMENTS

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(Acting Against All Forms of Incivility, Harassment, and Gender-Based Violence), created as part of the National Plan to Combat Gender-Based Violence of the Ministry of Higher Education and Research.

The project, under the aegis of the Vice-Presidency for Gender Equality and Anti-Discrimination, was undertaken in collaboration with the association Sexe et Consentement [<https://sexetconsentement.org/>] - co-author Juliette Sanchez-Lambert, and benefited from the attentive proofreading of Sylvie Cromer, research professor, sociologist and former director of the Gender Institute, INSHS.

This charter is the result of collaborative work, which began between 2021 and 2022. Two committees contributed to its creation:

### Steering committee:

- Sophie Louargant, Vice-President for Gender Equality and Non-Discrimination, UGA;
- Christophe Ribuot, Vice-President of Human Resources, UGA;
- Marie Wozniak, Director of ENSAG-UGA;
- Théa Manola, Gender Equality Officer, ENSAG-UGA;
- Céline Ternon, Gender Equality Officer, Grenoble INP-UGA;
- Ioannis Parisis, Racism-Antisemitism Officer, UGA;
- Denis Jongmans, Dean of the College of Doctoral Studies, UGA;
- Athan Baillet, Vice-Dean, responsible for quality of life and university-hospital attractiveness, Faculty of Medicine, UGA;
- Marlène Jouan, Lecturer, UFR ARSH, CSR Equality Working Group, UGA;
- Juliette Sanchez-Lambert, member of the association Sexe et Consentement.

### Monitoring committee:

- Juliette Sanchez-Lambert, Léna Humbert Garcia and Ella Hamonic, members of the association Sexe et Consentement;
- Marine Delmotte, Gender Equality and Non-Discrimination Project Manager, Vice-Presidency for Gender Equality and Non-Discrimination, UGA,
- Violette Zecchi, Administrative Officer, Vice-Presidency for Gender Equality and Non-Discrimination, UGA;
- Lili Beheils, Coordinator of the GBV/Discrimination Reporting Service, DAJI, UGA;
- GBV/Discrimination Officers, UGA;
- Muriel Jakobiak, Equality Communications Officer, Communication Department, UGA.



## PREAMBLE

UGA, Grenoble INP - UGA and ENSAG - UGA are committed to informing, raising awareness and training members of the university community around gender-based violence (GBV). To actively address GBV, with an approach that is both responsive (accompanying and supporting victims, sanctioning and dealing with perpetrators) and preventive (promoting an environment where consent culture is explicit), we must guarantee everyone's quality of life at their work and place of study..

This charter therefore aims to promote a culture of equality and explicit consent between people at the university. Consent is defined as freely given, informed agreement, verbal or non-verbal, given explicitly from one person to another for a sexual act or more generally, for any relationship between two or more people.

This charter is informative and preventive in nature: to understand the specificities of GBV better in a university context, in order to improve our actions and learn about our activities in this area together. To adopt responsible behaviour that respects personal integrity in all professional activities, we must be able to better identify inappropriate and illegal behaviour, so as to avoid allowing, supporting and reproducing such behaviour. Being an active bystander in such situations means not tolerating them.

**This charter includes three main sections that present:**

- 1. UGA's commitments;**
- 2. Information around prevention;**
- 3. UGA's GBV reporting service.**

This charter is a complement to the information, prevention, training and reporting initiatives implemented by UGA, Grenoble INP - UGA and ENSAG - UGA. It does not replace the legislation in place.

This charter is addressed to the staff, to PhD students and interns in the Faculties of Medicine and Pharmacy at UGA, Grenoble INP - UGA and ENSAG - UGA.



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# Taking Action Against Gender-Based Violence

**UGA, Grenoble INP-UGA and ENSAG-UGA are against all acts and forms of violence, discrimination and harassment, and commit to:**

- promoting an explicit consent culture;
- offering GBV information and prevention initiatives;
- raising awareness and training their community to recognise GBV and become active bystanders when encountering it;
- listening to and supporting people who report and witness GBV, as well as handling cases of GBV in line with the reporting service protocol;<sup>1</sup>
- strengthening protection of groups who are particularly vulnerable in the context of their courses, apprenticeship and research residencies;
- adding contact information for the reporting service to documents relating to institutional life (internship agreement, thesis charter) as soon as possible;
- including this charter in the recruitment documents provided to new hires at UGA (“recruitment pack” for teaching staff, research professors, researchers, temporary teaching staff and administrative staff);
- attaching this charter to enrolment applications for the UGA College of Doctoral Studies (CED) (thesis, accreditation to direct research, enrolment in the diploma of specialised studies);
- taking a zero-tolerance position towards perpetrators of GBS and sanctioning all acts of GBV;
- offering a set of resources on this topic to the community;
- ensuring good quality of life at work;
- protecting staff against all forms of violence and harassment at work, whether bullying or sexual harassment;
- being attentive to the support needs of PhD students and interns in the Faculties of Medicine and Pharmacy, and protecting people who report GBV from any coercive measures relating to their future professional opportunities (e.g. conflict of interest around a recruitment, retaliation by penalising a thesis defence);
- protecting victims of violence from any coercive measures relating to their career (e.g. refusal of a promotion or transfer);
- protecting people who report or witness GBV and people involved in the reporting service against all forms of retaliation (e.g. abusive emails);
- guaranteeing safety at the workplace;
- providing assistance to civil servants, if necessary, as part of legal procedures (e.g. operational protection).

<sup>1</sup> UGA, Grenoble INP-UGA and ENSAG-UGA set up a new joint reporting service for acts of GBV, discrimination and harassment in 2021.

# Preventing Gender-Based Violence

## 2.1 GBV - What Is It?

**GBV refers to acts, comments and behaviours that constitute gender-based violence. It has multifaceted causes and can be expressed in multiple ways: gender-based comments and misconduct; sexual harassment, bullying and sexual assault. Sexual violence refers to any situation where a person seeks to impose behaviours or comments of a sexual nature on another person.**

### Legal references

#### Sexist misconduct

One-off or repeated attitudes, comments and behaviours conveying gender-related stereotypes, degrading or directed against a person because of their gender.

*Sexist misconduct is sanctioned under labour law and civil service law (Article L. 1142-2-1 of the Labour Code and Article 6 bis of Law n°83-634 of 13 July 1983 on the rights and obligations of civil servants: disciplinary sanction).*

#### Sexist and sexual outrage

Imposing comments or behaviours on a person that have a sexual or sexist connotation and that either undermine the person's dignity because of their degrading or humiliating nature, or create an intimidating, hostile or offensive situation.

e.g. making degrading comments about a colleague's clothing or physical appearance.

*Sexist outrage is sanctioned under criminal law (Law n° 2018-703 of 3 August 2018 to strengthen the fight against sexual and gender-based violence: fine of €750 to €1,500 depending on the circumstances)*

#### Sexist and sexual slander and defamation

Slander is an offensive, contemptuous or abusive statement that is devoid of any reference to fact (e.g. an insult).

Defamation is an allegation or accusation that damages the honour or perception of the person or entity in question, whether or not the person or entity is expressly named, if they can be identified by certain elements (e.g. accusing someone of having committed a sexist or sexual act on social media).

It may be pronounced:

- by the perpetrator to the victim, with no third party present (e.g. by SMS);
- before a limited circle of people sharing the same interests (professional connections), whether the victim is present or not;
- publicly: able to be read or heard by an audience unknown to the perpetrator, victim and limited circle of individuals related to them (e.g. on social media).

*Sexist and sexual slander and defamation are sanctioned under criminal law (Article R624-4 of the Criminal Code and Articles 32 and 33 of the Law of 29 July 1881 on the freedom of the press: fine of €750 to €12,000 depending on the circumstances).*



### **Sending obscene messages**

Broadcasting obscene messages in the public domain or in a public place; or sending or distributing such messages to a residence, without prior request from the recipient, e.g. sending pornographic content by post.

*Sending obscene messages is sanctioned under criminal law (Article R624-2 of the Criminal Code: fine of €750).*

### **Indecent exposure**

Imposing the view of all or part of one's naked body on a person, in a public place or private place that can be viewed by the public. This also refers to explicitly committing a sexual act, real or simulated, in the same context.

*Indecent exposure is sanctioned under criminal law (Article 222-32 of the Criminal Code: one to two years of imprisonment and fine of €15,000 to €30,000 depending on the circumstances).*

### **Invasion of privacy**

Using any means to view a person's private body parts that they have hidden from the view of third parties, using clothing or in an enclosed space, when committed without the person's knowledge or consent. It also refers to distributing images taken of the aforementioned body parts.

*Invasion of privacy is sanctioned under criminal law (Article 226-1 of the Criminal Code: one to two years of imprisonment and fine of €15,000 to €30,000 depending on the circumstances).*

### **Sexual harassment**

There are three types of sexual harassment:

- **sexual harassment**: imposing comments or behaviours on a person in a repeated way that have a sexual or sexist connotation and that either undermine the person's dignity because of their degrading or humiliating nature, or create an intimidating, hostile or offensive situation. Here, it is the repeated aspect that is important.
- **environmental sexual harassment**: when such comments or behaviours are imposed on the same victim by several people, in concert or at the instigation of one of them, even if each person has not acted repeatedly. When such comments or behaviours are imposed on the same victim, successively, by several people who know that these comments or behaviours are being repeated, even if they are not doing so in concert.
- **acts considered "assimilated" to sexual harassment**: use of any form of serious pressure, whether repeated or not, with the real or apparent aim of obtaining an act of a sexual nature, whether for the benefit of the perpetrator or for that of a third party.

*Sexual harassment is sanctioned under labour law (Article L 133-1 of the General Civil Service Code: disciplinary sanction) and criminal law (Articles 222-33 I and 222-33 II of the Criminal Code: two to three years of imprisonment and fine of €30,000 to €45,000 depending on the circumstances).*

### **Sexual assault**

Any non-consensual sexual act committed against another person or against the perpetrator themselves, or, in cases provided for by the law, committed by any adult against a minor; the act of forcing a person through violence, coercion, threats or surprise to a sexual assault by a third party or proceeding with such an attack oneself.

*Sexual assault is sanctioned under criminal law (Article 222-22 of the Criminal Code: five to ten years of imprisonment and fine of €75,000 to €100,000 depending on the circumstances).*

### **Rape**

Any act of sexual penetration, of any kind, or any oral-genital act committed against another person by violence, coercion, threat or surprise (oral, vaginal or anal penetration by the genitals, a finger or object).

*Rape is sanctioned under criminal law (Article 222-23 of the Criminal Code: 10 to 30 years of imprisonment).*

GBV involves imposing comments or behaviours on a person. It therefore implies that this person's consent has not been requested or respected. It is specifically when consent is not respected that these comments or behaviours may be seen or characterised as violent.

## 2.2. Adopting an Explicit Consent Culture

### What Is Consent?

To be valid, consent must fulfil seven conditions:<sup>2</sup>

#### Enthusiastic

Consent must be expressed clearly, e.g. saying “yes”.

#### Explicit

Silence is not consent. Only a “yes” is consent. A “no” or “maybe” is not consent. Consent must be requested clearly.

#### Freely given

A person cannot consent if:

- they are unconscious or asleep;
- they have consumed psychoactive substances that alter their decision-making abilities, which cancels any consent given;
- they are in a state of shock;
- they are under someone’s sway, i.e. in a state of psychological submission that invalidates/cancels any consent given by them;
- they have been subject to coercion, blackmail, violence or threats;
- a relationship of subordination or authority exists between the protagonists;
- they do not have the legal capacity to consent (e.g. person under guardianship, or under the age of sexual consent of 15 years old);

#### Informed

For someone’s consent to be valid, they must know precisely to what they are consenting (which act).

#### Specific

A person can consent to one act and refuse another that stems from the first. Having a drink does not equal consenting to sexual relations. Kissing someone does not equal consenting to sexual relations

#### Personal

Consent must be given personally. A third party cannot consent on behalf of someone else.

#### Reversible

A person can withdraw their consent at any time. They can refuse to continue an act even if they initiated it; they can consent to an act on one occasion and refuse it on another.

**Note:** law n°2025-1057 of November 6, 2025, incorporated the concept of consent into the French Penal Code regarding rape, incest and other sexual assaults: “for the purposes of this section, consent must be free and informed, specific, prior, and revocable. It is assessed in light of the circumstances. It cannot be inferred solely from the victim’s silence or lack of reaction. There is no consent if the sexual act is committed with violence, coercion, threats, or surprise, regardless of their nature” (Art. 222-22 of the Penal Code).

2. “When it comes to consent, there are no blurred lines,” UN Women, 2019.



## 2.3. wing How to Identify Inappropriate and Illegal Behaviour

### What Is Inappropriate and Illegal Behaviour?

Violation of consent directly contradicts good quality of life, work and study, and can have serious physical and psychological consequences for the person whose consent is violated. It concerns all professional activities performed in the name of the employer, both inside and outside the institution and component institutions.

UGA, Grenoble INP - UGA and ENSAG - UGA ask their staff to demonstrate responsible conduct and to be able to identify inappropriate or illegal conduct, so as to assume responsibility for their own actions or act as a witness

#### Illegal behaviour

Certain comments and behaviours are illegal, as they represent gender-based violence, recognised as misdemeanours or crimes.

#### Inappropriate behaviour

Other comments and behaviours are not illegal and may be seen as non-violent, as they are normalised or minimised. However, they remain inappropriate and represent forms of gender-based violence. These inappropriate comments and behaviours may become criminal infractions if repeated or if they create a hostile, intimidating or offensive situation for the person in their presence.

This mainly refers to sexist or sexual jokes or comments, and sexist misconduct.

### Here are a few examples (the list is non-exhaustive):

SEXIST COMMENTS	SEXUAL COMMENTS
<p>Mocking, humiliating, giving a condescending or sexist nickname, infantilising someone</p> <p><i>e.g. "sweetie", "young lady", "honey".</i></p>	<p>Making remarks about someone's body, appearance or clothing, whether the person concerned is present or not.</p> <p><i>e.g. During an oral presentation: "she's an A cup for sure"</i></p>
<p>Making sexist jokes or remarks</p> <p><i>e.g. "You're in a bad mood today, is it that time of the month?"</i></p> <p><i>e.g. "Did she get you going, then?"</i></p>	<p>Asking questions about someone's sex life, or telling someone about your own sex life</p> <p><i>e.g. "So, what do you lesbians do in bed anyway? Who's the man?"</i></p>
<p>Making comments about someone's status as a mother or father</p> <p><i>e.g. "You weren't at the meeting, was it your kid again?"</i></p>	<p>Making remarks with a sexual connotation</p> <p><i>e.g. "Another one who got her promotion on her knees"</i></p>

SEXIST OR SEXUAL BEHAVIOURS	PHYSICAL OR SEXUAL CONTACT (OR THREATS)
<p>Not performing certain tasks</p> <p><i>e.g. expecting female colleagues to tidy up, make coffee, or take notes in meetings.</i></p>	<p>Touching or imposing physical contact on someone without their explicit consent</p> <p><i>e.g. placing a hand on someone's cheek, shoulder, hair, back.</i></p>
<p>Performing a gesture of a sexual nature</p> <p><i>e.g. miming a sexual act.</i></p>	<p>Rubbing up against or standing very close to someone</p> <p><i>e.g. standing right behind someone at the coffee machine, touching their body..</i></p>
<p>Making insistent suggestions</p> <p><i>e.g. insistently inviting a colleague to dinner.</i></p>	<p>Sexual blackmail</p> <p><i>e.g. requiring someone to perform a sexual act to extend their contract.</i></p>
<p>Making sexual propositions</p> <p><i>e.g. inviting a colleague to join you in your hotel room at a conference..</i></p>	<p>Forcing someone to touch the genitals of someone else or submit to their genitals being touched without their consent</p> <p><i>e.g. touching someone's breasts, thighs, crotch, buttocks or mouth.</i></p>
<p>Ogling</p> <p><i>e.g. looking someone up and down in a vulgar way, "undressing them with your eyes".</i></p>	<p>Imposing non-consensual sexual relations or practices on someone, with yourself or someone else.</p> <p><i>e.g. forcing someone to perform oral sex</i></p>
<p>Voyeurism</p> <p><i>e.g. hiding in the toilets to observe colleagues without their knowledge.</i></p>	
<p>Indecent exposure</p> <p><i>e.g. positioning yourself in a part of campus with your genitals exposed.</i></p>	

**Reference:**

Everyone, whether permanent or temporary faculty, must exercise their functions with dignity, impartiality, integrity and probity.<sup>3</sup> Anyone can commit GBV, by violating someone's consent or adopting inappropriate behaviour towards them.

In so doing, the agent "contravenes their obligations by demonstrating reprehensible behaviour, contrary to their mission and unworthy of their functions".<sup>4</sup>

3. Art. L141-6 and L952-2 of the Education Code

4. Circular of 4 March 2014 relating to the fight against harassment in the civil service, p. 13.



## Which Situations Require Particular Attention?

Certain contexts invalidate consent or make meeting conditions for consent impossible. They can also facilitate the creation of an intimidating, hostile or offensive environment for certain people working or studying there. Some of these contexts are considered aggravating circumstances in cases of GBV. All members of the university community should demonstrate increased vigilance to the conditions for valid consent.

These contexts and situations may not seem problematic, inappropriate or illegal at first glance, but they can become so. That is why they are illustrated with examples, so that readers of this charter can understand why they are inappropriate / illegal.

### SITUATION 1

#### A legitimised, validated, ignored or unquestioned sexist atmosphere

e.g. multiple colleagues make sexist and sexual comments and “jokes” in a recurring way in meetings, while others laugh or otherwise do not react.

> **Why this is inappropriate: the people present do not consent to hearing these jokes or remarks, which make them uncomfortable (silence is not consent). Validating such comments by laughing represents inappropriate behaviour, as these colleagues normalise such remarks and even become complicit.**

> **In the legislation: this is environmental sexual harassment.**

### SITUATION 2

#### A situation of authority or academic dependence

e.g. a professor suggests to a PhD student that he supervises that they finish the conference dinner with a nightcap, just the two of them, in his hotel room. She refuses and he insists.

> **Why this is inappropriate: the professor is in a position of authority with relation to the PhD student, who is in a position of vulnerability as her PhD and professional career depend on his role as her supervisor. In this context, the PhD student cannot freely consent to the repeated propositions from her supervisor.**

> **In the legislation: this is sexual harassment and the position of authority or academic dependence is considered an aggravating circumstance.**

### SITUATION 3

#### A person who has recently arrived in France

e.g. a professor imposes a cheek kiss on a researcher on an international research residency, under the pretext that it is part of French culture.

> **Why this is inappropriate: The professor does not request nor respect the foreign researcher's consent, as she imposes physical contact on him and takes advantage of his unfamiliarity with French culture. The researcher has recently arrived and does not yet know the social norms in the host country, and will have more difficulties freely expressing his consent out of fear of offending the other person or committing a social faux-pas**

> **In the legislation: depending on the circumstances, this situation may be qualified as sexual harassment, and knowing about the particularly vulnerable or dependent situation resulting from the other's person's social or economic precarity represents an aggravating circumstance.**

## SITUATION 4

**A training and apprenticeship situation**

e.g. a doctor places his hand on the buttocks of an extern in an operating room.

> **Why this is inappropriate / illegal: the doctor should not touch someone's buttocks in a work context like an operating room. The extern's consent was neither requested nor given.**

> **In the legislation: this is sexual assault and the situation of authority between the doctor and the extern is an aggravating circumstance.**

## SITUATION 5

**A situation of economic precariousness**

e.g. a head of department, who has the authority to renew the contract of a temporary employee, imposes situations of everyday sexism on her: daily "jokes" and excluding her from certain department activities under the pretext that these activities are not for women.

> **Why this is inappropriate / illegal: the department head is aware of the contract worker's precarious situation. He imposes comments and behaviours on her that make her uncomfortable, and thereby negatively impacts her working conditions. The contract worker cannot freely consent to this situation, but merely tolerates it, as she knows that her contract is temporary, and that she must consent to it if she wants to be renewed.**

> **In the legislation: it may be environmental sexual harassment or sexist misconduct and discriminatory bullying; the known situation of economic precarity represents an aggravating circumstance; the discriminatory nature represents an aggravating circumstance.**

## SITUATION 6

**Exposure to discrimination in other areas of life (skin colour, origin, disability, gender identity, sexual orientation, pregnancy or age)**

e.g. During lunch break, a colleague talks with other people in the department about the wife of his colleague, who is pregnant. He did not check whether she wanted to disclose her sexual orientation, her plans to have a family and her personal life to other colleagues in the department. A colleague in the room, who always tends to express his opinion on homosexuality in conversations, says to him, "it's not normal, is it, all this stuff about life, children... a family needs a father and mother".

> **Why this is inappropriate / illegal: the colleague did not consent to elements of her private life being revealed that could expose her to inappropriate comments, bullying, sexual harassment, homophobia or discriminatory acts from her colleagues. The department member who regularly expresses inappropriate and homophobic views creates an uncomfortable situation for his colleagues and an intimidating, hostile and offensive one for department members who are homosexual. The colleagues in the department do not consent to hearing these sexist and homophobic remarks.**

> **In the legislation: this represents a specific form of LGBT+phobia, known as "outing" - revealing a person's gender identity or sexual orientation without their consent; the homophobic nature is an aggravating circumstance.**

# Reacting to GBV

## 3.1. Adopting Responsible Behaviour That Respects Consent Culture

To facilitate a safe environment for all members of the university community through promoting an explicit culture of equality and consent, we must adopt responsible behaviour, remaining particularly attentive to interpersonal relations. This requires the acquisition or reinforcement of certain habits. These responsible attitudes and behaviours should be encouraged in all settings.

Here is a non-exhaustive list of good habits to adopt:

### Distance

Keep a reasonable physical distance with colleagues (e.g. check that someone agrees to working in close proximity, such as on the same computer for a video-conference);

### Respect

Respect everybody's speaking time at a meeting in an equitable way;

### Appropriate language

Do not make sexist comments verbally or in writing (e.g. calling a female colleague hysterical at a meeting);

### Consent

Always ask for explicit consent in interpersonal relations as part of your functions (e.g. for an invitation to dinner outside of work). The lack of a "yes" or a "maybe" must be considered as a "no".

### Vigilance

Ensure that people are safe and protected in their work environment, specifically by adopting a zero-tolerance approach towards inappropriate or illegal behaviour from or towards your colleagues.<sup>5</sup>

### Report

Contact the UGA reporting service if you are the victim or witness of GBV or if GBV is reported to you.

5. Art. 2-1 of Decree n° 82-453 of 28 May 1982 relating to health and safety at work as well as medical prevention in the civil service.

## 3.2. Become an Active Bystander

In exercising their daily functions, everyone may be a witness to inappropriate behaviour. Witnesses are not responsible for the acts that they observe, but they can make a difference, by going from a passive to an active bystander.

There are multiple tools to act as a bystander while ensuring your own safety and that of people subject to inappropriate or illegal behaviour. The aim is not merely to react indignantly to certain comments or to get in between a perpetrator of violence and the victim, but to learn good responses.

### Options for being an active bystander: the 5 Ds

The NGO Right To Be developed the concept of the 5 Ds, to help bystanders choose how to act when faced with inappropriate behaviour:

#### Distract

Pretend to know the targeted person, ask what time it is, or create a distraction to allow them to remove themselves from the situation.

e.g. enter the room saying “sorry, I’ve lost my phone, did you happen to find it?”, knock over your coffee on the table, or say “sorry, I need you for the experiment in the lab / to help me prepare a class / to speak with a student”.

#### Delegate

Find someone in a position of authority and ask them to intervene.

e.g. ask your department head to intervene or inform the UGA reporting service of the behaviour

#### Document

Take notes of what you have observed and offer to provide a statement for the victim or if necessary, evidence.

e.g. send an email to yourself with the date, time and observations of the situation from a bystander point of view.

#### Delay

Comfort the affected person after the fact, tell them that what they experienced is not normal or acceptable.

e.g. at a free moment, “I heard your department head make comments about how you’re dressed. How did you feel about it?”

#### Direct

Ask the perpetrator to stop.

e.g. describe what you observed and ask them to stop: “these jokes are not appropriate in a work context, please stop”.

To become an active bystander in the event of GBV at UGA, you should also inform the victim about the reporting service and suggest that they contact it or contact it yourself.

**IMPORTANT: while bystanders can make a difference in how the situation is handled, they are not responsible for the violence that they observe. The perpetrators of the violence are the ones responsible for their actions.**



### 3.3. The Reporting Service

UGA, Grenoble INP - UGA and ENSAG - UGA are committed to listening to, supporting and protecting witnesses and victims of all acts and forms of GBV.

Any staff member or student that is a witness or victim of GBV, discrimination, harassment or LGBT+phobia can contact the reporting service.

#### **UGA, Grenoble INP-UGA and ENSAG-UGA commit to listening to people who report GBV.**

The UGA reporting service can be contacted via an online declaration form, which is sent to the service coordinator, based in the Department of Legal and Institutional Affairs (DAJI) of UGA. She will transmit the case to two GBV / discrimination officers. Like the coordinator, they are subject to confidentiality. An interview is organised to hear the report and guide the person reporting, during which the officers listen to them attentively and kindly. During the interview, the officers inform the reporter about the systems and support that they can access (psychological, medical, legal).

#### **UGA, Grenoble INP-UGA and ENSAG-UGA commit to supporting people who report GBV.**

The report is handled and followed up by the coordinator, in connection with members of the DAJI unit and the human resources department of UGA or the component institution. For staff, support is provided by the occupational health doctor, occupational health psychologists and prevention service. For students, including PhD students and interns of the Faculties of Medicine and Pharmacy, a partnership with the associations France Victime 38 and Remaid 26 offers psychological and legal support to victims of GBV, discrimination or harassment, in line with their needs.

#### **UGA, Grenoble INP-UGA and ENSAG-UGA commit to protecting people who report GBV.**

Protection measures may be taken by the university presidency or the executive of component institutions (such as adapting someone's role or place of work, implementing protective distancing measures). Depending on the situation, the victim may declare a workplace accident and be placed on medical leave; or request functional protection from the university presidency or the executive of component institutions. The university presidency or the executive board of component institutions may decide to initiate an external administrative investigation, depending on the situation.

#### **UGA, Grenoble INP-UGA and ENSAG-UGA commit to responding to reports.**

Depending on the case and/or results of the administrative investigation, protective, disciplinary or reporting measures may be taken by the university presidency or the executive of component institutions, and the case may be referred to the Courts of Grenoble and Valence under Article 40 of the Criminal Procedure Code.



**Access the declaration form for gender-based violence (GBV), discrimination and harassment at Université Grenoble Alpes**



## RESOURCES

### UGA resources available online:

Reporting service:

[https://www.univ-grenoble-alpes.fr/lutte-contre-les-violences-sexistes-et-sexuelles-vss-les-discriminations-et-le-harcelement/lutte-contre-les-violences-sexistes-et-sexuelles-vss-les-discriminations-et-le-harcelement-811326\\_kjsp?RH=1595244727561](https://www.univ-grenoble-alpes.fr/lutte-contre-les-violences-sexistes-et-sexuelles-vss-les-discriminations-et-le-harcelement/lutte-contre-les-violences-sexistes-et-sexuelles-vss-les-discriminations-et-le-harcelement-811326_kjsp?RH=1595244727561)

Lectures on this topic:

- Sylvie Cromer, “VSS dans l'ESR” (in French), 25 November 2022:  
[https://www.youtube.com/watch?v=Z9LORYfyfM&list=PLZjOBVg63wSljp8AomzRZ7i66oXg\\_h70C&index=14](https://www.youtube.com/watch?v=Z9LORYfyfM&list=PLZjOBVg63wSljp8AomzRZ7i66oXg_h70C&index=14)
- Marlène Jouan, 8 March 2021, “Emprise et consentement” (in French):  
[https://www.youtube.com/watch?v=1bo3dphGwGg&list=PLZjOBVg63wSljp8AomzRZ7i66oXg\\_h70C&index=7](https://www.youtube.com/watch?v=1bo3dphGwGg&list=PLZjOBVg63wSljp8AomzRZ7i66oXg_h70C&index=7)

## CONTACTS

Vice-Presidency for Gender Equality and Anti-Discrimination  
[vp-egalite@univ-grenoble-alpes.fr](mailto:vp-egalite@univ-grenoble-alpes.fr)

**This Charter enters into force from the date of signature: 30 March 2023**

### Signatory institutions:

For Université Grenoble Alpes,  
the President of UGA,  
Yassine LAKHNECH

For Grenoble INP-UGA, the  
General Administrator of Grenoble  
INP-UGA,  
Pierre BENECH

For the National Higher School of  
Architecture, ENSAG-UGA,  
the Director of ENSAG-UGA,  
Marie WOZNIAK

And the association Sexe et Consentement:

- For the association Sexe et Consentement, the co-founder Ella Hamonic

«Grâce au soutien de



MINISTÈRE  
DE L'ÉDUCATION NATIONALE,  
DE L'ENSEIGNEMENT SUPÉRIEUR  
ET DE LA RECHERCHE





## REFERENCES

### Legislation and regulation

- Sexual misconduct **Art. 621-1 of the Criminal Code**
- Gender-based slander **Art. R625-8-1 of the Criminal Code**
- Gender-based defamation **Art. R625-8 of the Criminal Code**
- Voyeurism **Art. 226-3-1 of the Criminal Code**
- Indecent exposure **Art. 222-32 of the Criminal Code**
- Invasion of privacy **Art. 226-1 of the Criminal Code**
- Online harassment and cyberattacks **Art. 222-33 of the Criminal Code**
- Administration of a substance to alter a person's decision-making abilities **Art. 222-30-1**

The Memo of 4 March 2014 relating to the fight against harassment in the civil service lists and explains the rights and obligations of civil servants in the fight against GBV.

Articles R811-10 to R811-42 of the Education Code state that the disciplinary branch of the academic council has jurisdiction to pronounce sanctions for university users. This concerns in particular any event likely to damage the peace, functioning or reputation of the university.

The Memo of 9 March 2018 relating to the fight against gender-based violence in the civil service outlines the deployment of an initial and lifelong training plan, and the implementation of mechanisms to prevent and respond to gender-based violence in all public service establishments.

Law no. 2019-828 of 6 August 2019 of the transformation of the civil service states the obligation for all administrations to implement a service to respond to acts of violence, discrimination, bullying, sexual harassment and sexist misconduct (article 80) and outlines a reform to disciplinary action by harmonising sanctions and offering assistance for witnesses (article 31).

Decree no. 2020-256 of 13 March 2020 relating to the reporting mechanism for acts of violence, discrimination, harassment and sexist misconduct in the civil service, as well as the Decree of 17 March 2021 to implement the aforementioned decree, outline the deployment of reporting mechanisms for acts of violence, discrimination, harassment and sexist misconduct in the civil service.

The Decree of May 25, 2016 modifying the Decree of 25 May 2016 establishing the national framework for studies and the procedures leading to the award of the national doctoral degree states that:

- the dean of the doctoral school must report acts of violence, discrimination, harassment and sexist misconduct to the reporting service (article 6)
- the individual monitoring committee for PhD students must be vigilant to any form of conflict, discrimination, bullying, sexual harassment or sexist misconduct during interviews (article 11).

The 2021-2025 National Action Plan Against GBV in Higher Education and Research includes 21 measures, structured in four main areas:

- Training and awareness-raising for the entire higher education and research community;
- Strengthening reporting mechanisms and their functioning;
- Communicating around existing reporting mechanisms;
- Promoting the engagement of students and staff.

