



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.

Examples: 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.

Examples: 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**.

Examples: 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

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