



# **SUPPORT UNIT HARASSMENT, VIOLENCE AND DISCRIMINATION**

**> If you are currently experiencing one of these situations (including via digital devices), do not isolate yourself and please contact the support unit**



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**The Management of the School reminds you that any act of violence or harassment (including via digital devices) is forbidden, whether it happens during or outside class, within or outside the school premises. In particular, any sexist, LGBT-phobic, racist comments or behaviors are strictly forbidden, as well as any forms of discrimination or incitement to hatred.**

If you are currently experiencing one of these situations, do not isolate yourself and please contact the support unit. Starting from October 2020, IÉSEG has implemented a support unit on each campus for situations of harassment, violence and/or discrimination.



## WHO CAN CONTACT THE SUPPORT UNIT?

Any students can contact the unit on their campus. Each unit is common to all programs (PGE, BIB, PGP, IBL, APP, Executive degree). Young graduates can also contact the unit for situations still related to their studies.

The unit offers support in French and/or English, upon the student's request.

On the other hand, faculty and administrative staff who may experience such situations must contact the Human Resources Department and/or the Economic and Social Committee (CSE).



## WHAT TYPES OF SITUATION?

**The unit provides support solely for situations of harassment, violence or discrimination.**

The situations:

- > Must involve another member of the school community (student, faculty, administrative staff) or partner (internship supervisor, colleague during an internship, etc.).
- > May have taken place within or outside the school premises. They may also have taken place at a partner university (study abroad) or partner company (internship).

Examples (non-exhaustive list):

- > Repeated words or behaviors such as teasing, insulting and threatening, spreading rumors and making defamatory comments.
- > Creating a hate group/page about a student on a social media; rating other students on a website (e.g. about their appearance, character, family and private life, etc.).
- > Sending sexually explicit messages or images in order to create a situation that is intimidating, hostile or offensive.
- > Recording and/or disclosing sexually explicit photos or videos of a person without their consent.
- > Humiliating or degrading acts, pressure to drink large quantity of alcohol during a party or event organized by a student association (e.g. Fresher's week, induction parties).
- > Non-consensual sexual touching (sex, breasts, thighs, buttocks), someone forcibly kisses someone else, rape.
- > Discriminations based on sex, gender identity, sexual orientation, nationality, ethnic group or origin, religion, disability, health condition, physical appearance, etc.

If you are not sure that what you experience falls within the scope of the unit, feel free to get in touch with them anyway. They will be able to advise you on the matter.

**Please note that this unit is not a medical-psychological center. The advisors cannot provide assistance regarding health or well-being issues or special needs related to disability.**

The advisors commit to reply to any request within 24 to 48h (on weekdays). **However, please note that this is not an emergency or crisis unit.** If your situation requires urgent assistance, you may probably need to contact the police or doctor/hospital emergencies.

Please go to the “Health” section of the student guide, or the “Student with disabilities” section on ieseg-online for further information.



## WHAT IS THE ROLE OF THE UNIT?

The unit is:

- > **A non-judgmental place where you are listened to:** you can talk about your experience; express your feelings and needs.
- > **A place for information:** advisors can provide useful resources and information on your rights and procedures.
- > **A place for support:** advisors will analyze the situation with you. Together you will identify resolution options (including mediation for example).

**Advisors of the unit have a duty of impartiality, neutrality and confidentiality.**

Upon your request, the unit can notably assist you **to file a formal complaint** that will be communicated to the Management of the School. The role of the unit is to guide you through the procedures. However, advisors cannot take decisions on behalf of the Direction of programs or the Management of the School (e.g. initiating a disciplinary council, offering special arrangements for studies, etc.).



# HOW TO CONTACT THE UNIT?

The unit is composed of three advisors per campus, who are members of the administration or faculty and who have been specifically trained to assist young adults facing such situations.

► **In order to contact the unit, please write to:**  
**[stopviolences@ieseg.fr](mailto:stopviolences@ieseg.fr)**



## PARIS CAMPUS



**Ms Laure AYOSSO**



**Mr Pietro BORSOTTI**



**Ms Elizabeth TOUCAS**



## LILLE CAMPUS



**Mr Jeremie LEFEBVRE**



**Mr Maxime LOUCHART**



**Ms Valerie MARRAGOU**

For further information on the advisors, you may use the online directory.

**When contacting the unit, please specify your campus in the email subject.**

After this first contact by email, an advisor will invite you to meet on campus (or via Zoom/Teams if coming on campus is not possible).

► **Unit coordination:** Coline Briquet, Equality and Inclusion Officer,  
Head of Faculty Affairs Office

**For further information about the notions of discrimination, violence or harassment according to French law, you can read the following pages. Please note that these websites exist in French only. At the moment their contents are not available in English, unless you use Google Translate to get a machine translated version:**

➤ **What is discrimination?**

<https://www.service-public.fr/particuliers/vosdroits/F19448>

➤ **What is incitement to hatred and racial discrimination?**

<https://www.service-public.fr/particuliers/vosdroits/F32575>

➤ **What is LGBTphobia?**

<https://www.sos-homophobie.org/ligne-ecoute>

➤ **What is bullying?**

<https://www.service-public.fr/particuliers/vosdroits/F31985>

<https://www.nonaharcelement.education.gouv.fr/que-faire/je-suis-victime>

➤ **What is cyber-harassment?**

<https://www.service-public.fr/particuliers/vosdroits/F32239>

<https://www.netecoute.fr>

<https://www.stop-cybersexisme.com>

➤ **What is sexual harassment?**

<https://www.service-public.fr/particuliers/vosdroits/F1043>

➤ **What is hazing?**

<https://www.service-public.fr/particuliers/vosdroits/F2275>

➤ **What is sexual assault or rape?**

<https://www.service-public.fr/particuliers/vosdroits/F33891>

<https://www.service-public.fr/particuliers/vosdroits/F1526>

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

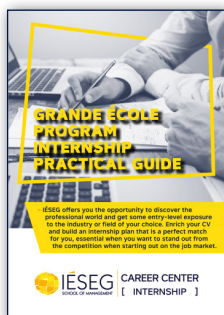
<https://cfcv.asso.fr/>

➤ **What is copyright/image rights?**

<https://www.service-public.fr/particuliers/vosdroits/F32103>



# A SET OF PRACTICAL GUIDES TO DISCOVER



Grande École  
Program internship  
practical guide



Support unit  
harassment,  
violence and  
discrimination  
guide



Guide to using  
social networks

Find all of the School's guides and media on  
the **IESEG media center**

> [media-centre.ieseg.fr](https://media-centre.ieseg.fr)



#### LILLE

> 3 rue de la Digue

F - 59000 Lille



#### PARIS

> Socle de la Grande Arche - 1 Parvis de la Défense

F-92044 Paris - La Défense cedex

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> [www.ieseg.fr](http://www.ieseg.fr)



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