SUPPORT PLAN

SEXUAL HARASSMENT

COMBAT SEXUAL HARASSMENT AND SEXIST, SEXUAL AND HOMOPHOBIC VIOLENCE

Prevent

Address

kedge.edu  @kedgebs  /kedge-executive-education
A PREVENTION AND SUPPORT PLAN

The diversity, well-being and health of the members of our school community are at the heart of KEDGE’s philosophy and values, as reflected in our sustainable development policy, which includes annual health prevention activities, student support mechanisms and several socially responsible projects on our campuses each academic year.

KEDGE community is working to prevent sexist and sexual violence and to fight discrimination in all its forms.

COMMUNITY MEMBERS MUST ACT IN RESPONSIBLE AND SUPPORTIVE WAYS. THEY HAVE THE RESPONSIBILITY TO INTERVENE IF THEY SEE OR KNOW ABOUT A DEVIANT SITUATION.

SEXUAL HARASSMENT, SEXUAL VIOLENCE... WHAT DO WE MEAN EXACTLY?

• Sexual harassment (misdemeanour)
  Article 222-33 of the French criminal code defines sexual harassment as “imposing on someone, in a repeated way, words or actions that have a sexual connotation and that either undermine his/her dignity by reason of their degrading or humiliating nature, or create an intimidating, hostile or offensive situation”.

• Sexual assaults (misdemeanour)
  Article 222-22 of the French criminal code defines a sexual assault as “any sexual infringement committed with violence, constraint [physical or moral – age difference, legal or actual authority – Article 222-22-1], threat or surprise”.

• Rape (crime)
  Article 222-23 of the French criminal code defines rape as "Any act of sexual penetration, whatever its nature, committed against another person by violence, constraint, threat or surprise, is rape. Rape is punished by fifteen years’ criminal imprisonment”.

PASCAL VIDAL, Academic Programmes Director

‘As our internal regulations clearly state, members of the KEDGE community must respect people regardless of their origin, gender, religion, physical appearance, disability status, sexual orientation and political opinions and must respect differences in terms of diversity as required by law.

KEDGE is committed to zero tolerance for inappropriate behaviour related to these principles.

Because the idea of community has such deep meaning at KEDGE, we wanted to implement a plan for reporting and addressing sexual harassment situations and sexist, sexual and homophobic violence towards anyone who “lives” on campus, including students, professors and employees.’
REPORT

If you have been sexually harassed, if you have experienced sexual, sexist or homophobic violence or if you know that a classmate or colleague has experienced this type of situation, you can request a meeting with members of the KEDGE Reporting Unit by writing to: signalement@kedgebs.com

Members of the Reporting Unit are available to meet with you, listen to you and provide guidance as needed to specialised resources: psychological support, legal processes, educational support and more.

The reporting unit is not a disciplinary body. It will communicate the facts and testimonies gathered to the oversight unit, which will decide on any protection and/or disciplinary measures to implement.

PREVENT AND ACT

The Reporting Unit forwards information to the Oversight Unit, which is composed of:
- KEDGE general management, represented by its campus directors,
- programme management,
- representatives from other departments depending on the situation.

The Oversight Unit works to prevent sexual harassment and sexist, sexual and homophobic violence by adopting measures intended to prevent any new inappropriate behaviour and to protect victims as well as the entire KEDGE community.

People exhibiting violent, discriminatory, sexist or homophobic behaviours may be subject to a disciplinary and/or criminal procedure.

Along with each individual, KEDGE is also obligated to notify relevant authorities about crimes of which the consequences could still be prevented or limited or the perpetrators of which are liable to commit new crimes that could be prevented – Article 454-1 of the French criminal code.

TEAM MEMBERS

BORDEAUX
- Esther Dehaibe
- Imane El Allali
- Yann Doyen
- Dorian Simon-Meslet

MARSEILLE
- Vanessa Doiret
- Mihaela Gamerre
- Emilie Gueret
- Alexandra Montaleytang

TOULON
- Agnès Gaudart
- Pascale Molitor

PLAN ORGANISATION

A MEETING IS SET UP WITH MEMBERS OF THE REPORTING UNIT: signalement@kedgebs.com

OVERSIGHT COMMITTEE INFORMED

- Collective prevention measures implemented
- Individual safety measures implemented if requested by victim
- Disciplinary procedure initiated, if necessary
- Relevant authorities notified if danger exists for victim and/or community

Sexual harassment: support and prevention
WHERE TO GET HELP

AT KEDGE

If you would like to file a report and get support, contact the dedicated team: signalement@kedgebs.com.

Members of your campus committee will contact you as soon as possible to give you more information and/or set up a meeting.

FROM SPECIALISED EXTERNAL RESOURCES

BORDEAUX
CAUVA
Tel.: +33 (0)5 56 79 87 77
secretariat.umlv@chu-bordeaux.fr

CIDFF GIRONDE
Tel.: +33 (0)5 56 44 30 30

PRADO 33 Association – Victim support services
Tel.: +33 (0)5 56 48 65 64

MARSEILLE
CIDFF BOUCHES-DU-RHONE/PHOCEEN
Tel.: +33 (0)4 96 11 07 99
contact@cidff13.net

Planning Familial Marseille
Tel.: +33 (0)4 91 91 09 39
info@leplanning13.org

TOULON
CIDFF DU VAR
Tel.: +33 (0)4 94 65 82 84
directioncidff.var@orange.fr

Planning Familial Varois
Tel.: +33 (0)4 22 14 54 25
contact@planningfamilialvarois.org

PARIS
CIDFF PARIS
Tel.: +33 (0)1 85 64 72 01

Planning Familial 75
Tel.: +33 (0)1 42 60 95 20
mfpf75@wanadoo.fr

MULTI-CAMPUS
CLASCHES
clasches@gmail.com

Viols Femmes Informations
Tel.: 0 800 05 95 95

Stop Violences Femmes
Tel.: 9819

Jeunes Violences Écoute
Tel.: 0 808 807 700

Fil Santé Jeunes
Tel.: 0 800 235 256

AVFT
Tel.: +33 (0)1 45 84 24 24