



# SEXUAL AND SEXIST VIOLENCE, DISCRIMINATION



VICTIM, WITNESS, HOW TO REACT AND WHO TO TURN TO ?

## Also in academia !

Discrimination and sexual harassment are not only found in private companies, but also in universities.

According to a survey made by the 3R1 equality team at the end of 2019, among 91 participants :

- **35%** have already witnessed remarks or sexist behaviours,
- **13%** (4 men, 8 women) have already been victims.

## For more equality in research

- **I realize** my own bias and prejudice
- **I respect** colleagues and students
- **I refuse** violence, harassment and discrimination

- Do not stay alone
- Talk about it
- To accompany and support

## Contacts

### In the laboratory :



- equality referents,
- heads,
- and, for PhD students, person in charge of the individual thesis monitoring committee (CSI) or student representatives at the laboratory board.

### At the university :



- equality referents :  
<https://www.univ-tlse3.fr/egalite-femmes-hommes-lutte-contre-les-discriminations>  
[cellule.ecoute.vssd@univ-tlse3.fr](mailto:cellule.ecoute.vssd@univ-tlse3.fr)

### At the CNRS :



- equality referents at the Toulouse office (DR14) :  
<https://www.occitanie-ouest.cnrs.fr/fr/egalite-professionnelle>  
[egalite@dr14.cnrs.fr](mailto:egalite@dr14.cnrs.fr)
- equality referents at the Paris head office:  
<https://mpdf.cnrs.fr/lutte-contre-le-harcelement>
- for CNRS officers, dedicated mail and phone number at the France victimes association : 01 80 52 33 77 and [cnrs@france-victimes.fr](mailto:cnrs@france-victimes.fr)

## Some associations and organizations

- **ANEF** : National Association of Feminist Studies
- **AVFT** : For juridic assistance : 01.45.84.24.24
- **CFCV** : Feminist association against sexual assault :  
0.800.05.95.95. Free, anonymous and confidential helpline
- **CLASCHEs** : Association against Sexual Harassment in Higher Education
- **CPED** : Organization gathering Equality and Diversity Officers
- **DILCRAH** : Interministerial Delegation against Racism, Anti-Semitism and Anti-LGBT Hatred
- **FNSF** : National Federation of Women's Solidarity : Manages the free answering service for women victims of violence : 39.19

In case of emergency, call 17 or text 114 to reach the police