



**IP PARIS COMMITS TO THE**  
**FIGHT AGAINST**  
**INAPPROPRIATE**  
**BEHAVIOR –**  
**HDSSV**

*HARASSMENT*  
*DISCRIMINATIONS*  
*SEXIST AND SEXUAL VIOLENCE*



# Introduction

Institut Polytechnique de Paris is aware that, as in all higher education and research institutions, no-one is immune to discrimination or harassment, whether staff members or students.

For this reason, all IP Paris schools member are signatories of the Conférence des Grandes Ecoles' Charter for Gender Equality. The Charter supports the equality of men and women as a fundamental right for all, and a key value for democracy. It sets out a commitment to action in three areas:

- Implementing gender equality
- Raising student awareness of gender equality and gender issues
- Developing a policy for students

***IP Paris intends to make a deliberate and lasting commitment to the fight against HDSSV (Harassment, Discrimination, Sexist and Sexual Violence).***

To achieve this goal, the Institute has appointed Gender Equality representatives to implement the Gender Equality action plan, as well as actions to prevent sexist and sexual violence.

In order to empower the victims to speak out and support them, the following initiatives have also been implemented:

- Awareness-raising campaigns for all students
- A reporting platform soon available 24/7 to deal with all reports, including sexual and gender- based violence, harassment (moral or sexual) and all forms of discrimination
- A hotline for all forms of sexual and gender-based violence, harassment or discrimination

# Ressources available

IP Paris offers its Master and PhD students a range of resources available throughout the year.

## Gender Equality Representatives

1

The gender equality representatives are in charge of implementing the gender equality action plan, as well as actions to prevent sexist and sexual violence among students and members of staff.



Delphine Duprat,  
Head of Student Life at IP Paris  
vie-etudiante@ip-paris.fr



Carole Delamare,  
HR Officer at IP Paris  
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2

## Reporting e-mail

A dedicated e-mail address is available for reports, testimonies or alerts on situations of violence, harassment or discrimination:

[cellule.ecoute@ip-paris.fr](mailto:cellule.ecoute@ip-paris.fr)

All messages sent to this mailbox are read by the site's gender equality advisors. Anonymity is respected for those who request it.

The health center's e-mail service is also an alternative for students of the Institute to report any inappropriate behavior:

[pole.sante@ip-paris.fr](mailto:pole.sante@ip-paris.fr).

## Reporting platform

Like its member schools, IP Paris will set up an HDSSV reporting platform from the 2023-2024 academic year.

Any information submitted to this site can be anonymous and will be processed as quickly as possible.

3

## Documentation

Bookmarks and flyers are also available to remind students of the different types of harassment and useful contacts for fighting this inappropriate behavior.

The Institute also displays posters around campus to alert, raise awareness and inform about HDSSV situations. Some are the creation and property of IP Paris, while others are taken from national campaigns set up by the Ministry of Higher Education in France.

4



**Vos contacts en interne**

- Cellule d'écoute IP Paris :  
cellule.ecoute@ip-paris.fr
- Pôle santé IP Paris :  
pole.sante@ip-paris.fr

**Contact VSS dans votre école pédagogique**

- Ecole polytechnique  
<https://extranet.polytechnique.fr/fr/dispositif-chds>
- ENSYA Paris  
cellule-ecoute@ensya-paris.fr
- ENSAE Paris  
sylvie.declinchamps@ensae.fr
- Télécom Paris  
cellule.ecoute@telecom-paris.fr
- Télécom SudParis  
harcelement\_sexuel@imtsb-tsp.eu

En cas de doute, contacter la cellule d'écoute d'IP Paris :  
cellule.ecoute@ip-paris.fr



# Student initiatives

Find out about awareness-raising all year long, training and information initiatives for students to fight against HDSSV.

## Target audience: Master's and PhD students

Title	Partners	Format	Date
Consentement	Reverto	Virtual reality solution 45 minutes	Thursday, 28/09
Génération Égalité	Atelier Cigale	A 2-hour forum play	Tuesday, 10/10 (FR) Monday, 16/10 (EN)
Exposée	Synergies théâtre	A 2-hour forum play	February, 2024

## Target audience: PhD students

Title	Partner	Format	Date
Intrusion	Synergies théâtre	A 2-hour forum play	March, 2024
Ce qu'il en coûte	Synergies théâtre	A 2-hour forum play	May, 2024

## Target audience: all students (Master's, PhD tracks and doctoral students)

Title	Partner	Format	Date
Le consentement, parlons-en !	Sexe et consentement	2-hour training conference	Thursday, 23/11
Les VSS, c'est quoi ?	Safe campus	2-hour information conference	Thursday, 11/01
Consentement	Reverto	via Computer - 45 minutes	All year long

## Target audience: students involved in a student organization

Title	Partner	Format	Date
Sensibilisation Impact	Safe campus	4-hour training session	Thursday 14/12

For the year 2023-24, a variety of activities are proposed in different formats: information and training conferences, forum theater, etc.

These initiatives are aimed at master or PhD students, or both.

The consent course is available online, so that everyone can watch it when their schedules permit.

This awareness-raising initiative is mandatory for all students (master, PhD track and PhD).

A training session on HDSSV is mandatory for all the Institute's associations.

*The locations where each of these actions will take place are specified in the following pages.*



## Le consentement, parlons-en!, conference proposed by Sexe et consentement *All audiences*

Student parties, social pressures, alcohol... Promoting a culture of explicit consent is a key factor in preventing sexist and sexual violence.

At this conference, we'll look at the key concepts on this subject: What is consent? How to ask for it and how to express it? The aim is to improve your understanding of the notion of consent and to identify the types of violence involved.

At the end of the course, you'll be able to :

- Define the characteristics of consent
- Express consent and recognize it in others
- Recognize intervention techniques as an active witness.

This conference is available simultaneously in French and English on the same day: Thursday, November 23, 2023 (starting at 6 p.m.).

*Venue to be confirmed*

## Consent, Revertor's virtual reality solution *Master / PhD Track*

Do you know the exact definition of consent? Between student parties, integration weekends and classes, can you identify risky situations?

Put yourself in the shoes of Léa, a young student who has witnessed and experienced sexist and sexual violence during her student life. Confront real-life situations to better understand the laws, sanctions and values of your school. In 15 minutes, using a VR headset, get to know more about SSV (Sexist and Sexual Violence).

This 4-hour experience is dedicated to master and PhD track students attending the welcome day dedicated to them on September 28, 2023 at Télécom Paris.

## SSV, what is it? Conference hosted by Safe campus *All audiences*

Safe Campus' SSV Awareness Conference will provide information on a variety of topics:

- Awareness of gender stereotypes
- Awareness of consent and sexual and gender-based violence
- Key points to reacting as a witness/victim of violence
- Making internal resources available

This conference will take place on Thursday, January 11, 2024 at 5:30pm.

*Venue to be announced*



## Génération Égalité ?, a play by Atelier Cigale (forum theater)

### All audiences

The Atelier Cigale troupe's forum play *Génération Égalité?* is aimed at raising awareness and preventing sexism and sexual violence.

From everyday sexist "jokes" to party outbursts, we'll follow the journey of four students and decipher the mechanisms that reproduce sexist acts from graduating class to graduating class.

The questions addressed during this performance are diverse:

- What to do about sexist comments?
- SSV prevention
- Consent

This forum play will be performed in French on Tuesday, October 10, 2023 at the end of the day (starting at 5:30pm) and in English on Monday, October 16, 2023 at the end of the day (starting at 5:30pm).

*Venue to be announced*

## Exposée, a play by Synergies théâtre (forum theater)

### Master / PhD Track

Sarah, a student, is posting a video on social media about sexism at university, street harassment, ordinary sexism between students and trivialized sexism. How can you talk about it and change the behavior of those around you?

During a presentation in pairs, Sarah was confronted with the delegitimization and was seized her freedom of speech.

A student association organizes a James Bond-themed evening. Sarah questions the event's visuals... then it's time for the party.

Photos are spread, and Sarah becomes the target of sexist cyber-harassment, culminating in a sexual assault. How do those around her react?

In this forum play, you'll be able to discuss with your peers

- How can we collectively counter everyday sexist harassment?
- Question the stereotypes conveyed by communications from associations, unions, etc.
- Identifying and taking action against cyber-harassment
- Identify and take action against sexist and sexual violence in your environment

This play will be performed simultaneously in French and English in February 2024.

*Date and venue to be announced*



## Intrusion, a play by Synergies théâtre (forum theater) *PhD students*

Marion has been working for her company for several years, and changed departments a few months ago. Everything is going well, and she gets on well with her colleagues...despite their humor and inappropriate remarks... Then comes the encounter with a nice man, who becomes disturbing and then outrageous. Marion tells her boss, her partner, her colleague...

Her boss warns the hierarchy by contacting Human Resources....

This forum theater play will enable you to discuss a range of topics

- Identifying the behaviors and actions that define environmental sexual harassment
- Spotting and identifying behaviors that fall under the heading of sexual harassment
- Identifying acts of sexual harassment and sexual assault
- How to hear what a victim has to say
- How to act as a victim, witness (colleague) and manager

This play will be performed simultaneously in French and English in March 2024.

*Date and venue to be announced*

## Ce qu'il en coute, a play by Synergies théâtre (forum theater)

*PhD students*

Lola has a PhD contract in the lab she wanted, with Sylvia Vargas as her research supervisor. Sylvia Vargas is a leading figure in Lola's field of research...it's an unexpected opportunity for her. Lola has to rise to the occasion...especially as she's aiming for a post-doc.

Vargas' support for Lola is encouraging, even gratifying compared to the treatment reserved for the other doctoral student: Saïd...

Total commitment: calls and e-mails at all hours, weekend appointments...Lola needs a break. The downfall begins: humiliations, impossible deadlines, neglect...

Lola wants to talk to the doctoral school and the Independent Scientific Council, but Saïd and Pedro, a research engineer, discourage her....

This forum theater play will enable you to discuss various topics related to moral harassment

- How to name it?
- How to talk about it?
- How to act as a witness? (PhD student, research engineer)
- Knowing the resources available

This play will be performed simultaneously in French and English in May 2024.

*Date and venue to be announced*





## Reverto annual subscription *All audiences*

Along with the action proposed on Thursday, September 28, 2023, Reverto's "Consent" feature will be offered online throughout the year. All you need to do is sit back and enjoy the experience, wearing your headphones.

Following the 15-minute viewing session, a questionnaire will bring the experience to a close.

This experience and your involvement will make you aware of sexist and sexual violence.

This experience will be offered throughout the year.

To find the connection code, go to Prisme.

## Impact awareness, training for associations by Safe campus *Associations*

Safe Campus's VSS awareness training, which is only open to students involved in one of the Institute's associations, will cover a range of topics:

- Questioning gender stereotypes through discussion and debate
- Raising awareness of consent and sexual and gender-based violence, based on students' own experiences
- Key points to reacting as a witness/victim of violence
- Internal and external resources at your disposal

This conference will take place on Thursday, December 14, 2024 (from 1:30 p.m.).

*Venue to be announced*



# Conclusion

Institut Polytechnique de Paris is dedicated to fighting all forms of discrimination, harassment and violence, whether physical, moral, sexist or sexual.

By implementing targeted actions throughout the year to raise awareness and provide training for the Institute's students, IP Paris is making a strong and unanimous commitment.

With the creation of an HDSSV unit with two representatives, will be soon supported by a reporting platform and a single e-mail address, this commitment is taking shape to be effective and to be a resource for IP Paris students who could face this type of situation.

Institut Polytechnique de Paris has a "zero tolerance" policy on HDSSV issues, and all the actions led by its staff are in line with this policy.

## Useful contacts

**Gender Equality Representative**  
**Carole Delamare**

[carole.delamare@ip-paris.fr](mailto:carole.delamare@ip-paris.fr)

**Gender Equality Representative**  
**Delphine Duprat**

[vie-etudiante@ip-paris.fr](mailto:vie-etudiante@ip-paris.fr)

**IP Paris HDSSV Hotline Email**

[cellule.ecoute@ip-paris.fr](mailto:cellule.ecoute@ip-paris.fr)

**Future reporting platform**

[platform to come](#)





***Together, let's fight against  
HDSSV!***



[www.ip-paris.fr](http://www.ip-paris.fr)