



Combating Abuse, Respecting Equality



Toulouse School of Economics (TSE) does NOT tolerate any forms of harassment, discrimination nor gender-based violence.

TSE is dedicated to ensuring the dignity of all its community (researchers, staff, students and visitors).

It's sexual assault
"It's just touching"

Combating Abuse, Respecting Equality

CARE FOR WHAT?

You have been a victim or a witness of harassment, discrimination, or Gender-Based and Sexual Violence at TSE?

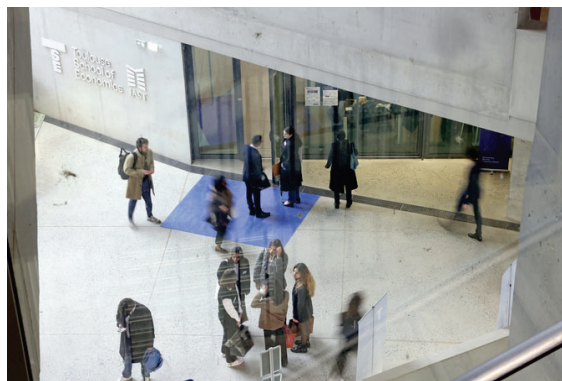
The members of the CARE listening unit are here to help you!

They are trained to listen to you and provide confidential advice.

Also, you can request the activation of the **"Plan for reporting and dealing with acts of violence, discrimination, harassment, and gender-based harassment"**, via the CARE unit, which can be consulted at: www.tse-fr.eu.

Consent isn't permanent.

"NO" is always an option.



Combating Abuse, Respecting Equality

WHO CARES? WE DO!

You can email CARE at care@tse-fr.eu, or contact directly the member(s) of your choice:
(Email template: firstname.name@tse-fr.eu)

Referent:

- Delphine Pouts, TSE Staff (T.116)

Researchers:

- Tiziana Assenza (T.615)
- Adrien Blanchet (T.451)
- Silvia Rossetto (T.640)
- Anne Ruiz-Gazen, gender officer (T.211)
- Stéphane Villeneuve (T.635)

Administrative staff:

- Laurence Delorme, TSE School (T.013)
- Christelle Fotso-Tatchum, TSECareers (T.025)
- Emilie Lopez, TSE Staff (T.159)
- Pascale Maréchal, TSE Staff (T.157)
- Caroline Pain, TSE Staff (T.150)
- Valérie Placier, TSE Staff (T.619)

Students:

- Pricilla Ranaivoson, Master Student (pricilla.ranaivoson@ut-capitole.fr)
- Alice Mugnier, PhD Student



WHAT IS DISCRIMINATION?

Discrimination is unfavorable treatment that consists of distinguishing, excluding or preferring someone based on one of the 25 specific criteria defined by law.

DISCRIMINATION

~~"It's just a joke!"~~

WHAT IS MORAL HARASSMENT?

Moral harassment is the act of harassing one or more individuals through repeated verbal or physical conduct, intentionally or unintentionally resulting in a deterioration of working conditions liable to undermine the individual's rights or dignity, impact their physical or mental health or compromise their professional career.

I DESERVE respect

~~"You're useless!"~~

WHAT IS GENDER-BASED VIOLENCE?

Gender-based violence is abusive behavior directed at someone because of their gender. It takes the form of actions that result in physical, sexual, and psychological harm or suffering or compromise a person's dignity. This can include coercive behavior or denying someone their freedom.

Gender-based violence also includes violence against lesbian, gay, bisexual, transgender and non-binary (LGBTQ+).

NO! It's crossing boundaries

~~"It's just playful"~~

We CARE about you,
email us: care@tse-fr.eu
in strictest confidence.

WHAT ARE THE DIFFERENT FORMS OF GENDER BASED AND SEXUAL VIOLENCES ?

- **Harassment and insults:** sexual harassment, sexist insult, sexual blackmail, sexual cyberbullying.
- **Physical violences:** sexual assault, sexual exhibitionism, rape or gender-based violence.
- **Psychological violences:** gender-based violences, coercive control, gender discrimination.

FOCUS ON SEXUAL HARASSMENT

Sexual harassment is the act of subjecting a person to unwelcome verbal or physical conduct of a sexual nature, either repeatedly or through a single act of sufficient severity, when such conduct either compromises the victim's dignity through demeaning or humiliating words or actions, or creates an intimidating, hostile or offensive environment for the victim.

**However I dress,
Wherever I go,
NO means NO!**