

Harassment Policy of Toulouse School of Economics and the Institute for Advanced Study in Toulouse

1. Introduction

The Toulouse School of Economics (TSE) and the Institute for Advanced Study in Toulouse (IAST) are dedicated to ensuring the dignity of all of their members (researchers, staff, and students alike) as well as of their visitors. All members of this community as well as researchers who visit this community have an obligation to promote an environment in which the right of each member to be respected as a person (without regard to race, color, national origin, sex, religion, disability, age, or sexual orientation) is honored. The purpose of this policy is threefold: 1) to define harassment and abuse of power; 2) to define prompt and equitable procedures to address complaints of harassment, the ultimate goal of which is to make the harassment cease; 3) to define how information about complaints and the information pertaining to those complaints should be recorded and handled.

Harassment is a crime under French law. French laws identify multiple ways in which harassment can be committed. Moreover, the employers of members of TSE and IAST, notably, UT1, CNRS, INRA, EHESS and the GIE, all have rules to address harassment issues. The internal rules described in this document are not a substitute to existing laws or to the rules of UT1, CNRS, INRA, EHESS and the GIE. Any person who thinks that he or she is experiencing or has experienced harassment may directly register a complaint with the police authorities, the public prosecutor, or their employer, without prior involvement of the Harassment Counselors referred to in this document. The internal rules apply whatever this decision. Their goal is to address workplace harassment at the earliest possible stage, by specifying channels to report any suspicion of harassment, and to help restore a satisfactory work environment whenever possible.

2. Definition of Harassment

The following are considered harassment:

- a. Behavior that, by reference to the race, color, national origin, sex, religion, disability, age, or sexual orientation, abuses or mocks a person.
- b. Aggressive or bullying behavior, whether verbal (e.g., shaming and/or insulting a person in public) or physical.
- c. Offensive sexual behavior, such as unsolicited sexual contact, or verbal or written sexual advances initiated aggressively or when the target of the advances has requested them to cease. Any form of retaliation or threat of retaliation against an individual who rejects such advances.
- d. Retaliation against an individual who reports behaviors described in a through c above.

3. Abuse of power

Behavior that is consensual between adults does not constitute harassment. Nevertheless, when one of the parties is in a position of power over the other (as teacher or employer, for example), it may be difficult for consent to be freely given or withheld. If individuals in such a situation at TSE or IAST engage in consensual sexual contact, they should try where possible to remove the asymmetry of power (for instance by changing a teaching or reporting relationship), and they may separately consult a Harassment Counselor, who will endeavor to ascertain that the contact is indeed consensual.

4. What to do in case of alleged harassment

A member of the TSE and IAST community, or a visitor to the TSE and IAST community, who believes that he or she is experiencing or has experienced harassment may contact the Harassment Counselor (hereafter the Counselor) of his or her choice.

Contacting the Harassment Counselor may be done whatever this person's decision about registering a complaint with the police authorities, the public prosecutor, or UT1, CNRS, INRA, EHESS or the GIE.

If the person chooses to contact the Counselor, the Counselor will inform the said individual (hereafter the complainant) about his or her options, which are as follows.

For situations where the complainant is a member of the personnel the Counselor will:

1. provide the complainant with information about the rules applied by his/her employer;
2. offer to assist the complainant with the communication with his/her employer, and with the potential mediation between employers, in situations where the complainant and the alleged abuser have different employers;
3. offer to act as a mediator between the complainant and the alleged abuser;
4. if the complainant agrees, offer to inform the Director of TSE or IAST about the alleged abuse.

For situations where the complainant is a visitor the Counselor will:

1. offer to act as a mediator between the complainant and the alleged abuser;
2. if the complainant agrees, offer to inform the Director of TSE or IAST about the alleged abuse.

All discussions are strictly confidential and will not be subject to any written record, except for statistical purposes (see below).

5. Record Keeping and Reporting

Each year the Harassment Counselors will prepare a written report on the total number and nature of alleged incidents reported to them during the year. Any comments on the nature of these complaints should avoid compromising confidentiality. The report will be presented to CODEP.

6. Policy Dissemination

This policy is posted on the websites of TSE and IAST. It is the responsibility of the COO of TSE-IAST to ensure that a link to this policy is sent by e-mail to any new member of the TSE and IAST communities, including visitors to TSE or IAST for periods of one week or longer.

7. Harassment Counselors

There will be five Harassment Counselors at all times for the joint communities of TSE and IAST. Where possible, these counselors should represent at least four employers, and there should be at least two men and two women among the counselors, who shall consist of one TSE researcher, one IAST program director, two staff members, one PhD student. The Harassment Counselors are appointed by the Executive Committees of TSE and IAST, for a period of two years. The names of the Harassment Counselors and the relevant contact information should appear on the TSE and IAST websites. The Harassment Counselors have an obligation to treat all matters and information brought forward to them in their role as Harassment Counselors with utter confidentiality. Any breach of confidentiality will be considered a serious infraction of this policy.