



6 EM NORMANDIE STUDENT PLEDGES AGAINST DISCRIMINATION AND SEXUAL AND GENDER-BASED VIOLENCE

This charter is for the attention of all EM Normandie Business School students and aims to unite the entire school community around three important shared values: kindness, respect and equality. With this charter, EM Normandie would like to remind its students of some of its basic rules, provide information and raise awareness to limit and prevent potential discriminatory and violent behaviour.

The values of the charter are as follows:

- **Kindness:** A mindset that fosters understanding and empathy towards others. (Larousse)
- **Respect:** Feeling of consideration towards someone, which focuses on treating them with special care. (Larousse)
- **Equality:** Absence of any discrimination between human beings, in terms of their rights. (Larousse)

I, the undersigned, [SURNAME and first name]

on [course and school year],

along with the other student members of the EM Normandie community, shall respect the values set out above [kindness, respect and equality] and comply with the following 6 pledges.

PLEDGE 1: FACILITATE THE INTEGRATION OF ALL STUDENTS

I shall **facilitate the integration of all students** at the start of each academic year, respect the differences, values and **consent*** of each individual and **I shall not tolerate any malicious behaviour.**

During this period, I shall, in particular, **combat any violent and / or discriminatory behaviour*** (sexism, homophobia, racism, etc.) that I become aware of.

Please note, **fresher initiation rituals*** are **strictly prohibited by law and are strictly sanctioned by the school.**

PLEDGE 2: ACT, PREVENT AND BREAK THE SILENCE

In the event that I become aware of any violence, I shall support and defend the victims, in order to stop them from feeling isolated and guilty, and to break the silence.

I shall **encourage victims to use the 'STOP Harcèlement' (stop harassment) alert platform** (<https://em-normandie.signalement.net/>) set up by EM Normandie, and / or to contact students / staff appointed as dedicated campus representatives to support them.

I shall inform EM Normandie management of any violent behaviour I become aware of. If such behaviour is proven, with the victim's consent, the **management shall apply appropriate sanctions**, which may result in the exclusion of the student/s at fault.

PLEDGE 3: RAISE AWARENESS

I shall actively support the policy to combat **harassment*, sexual and gender-based violence* (SGBV) and discrimination***, led by EM Normandie and its associations, **namely by participating in their awareness raising events.**

PLEDGE 4: CONSENT

I shall **take the concept of consent*** extremely seriously in respect of all members of the EM Normandie community, particularly during social events where **high-risk behaviour** (use of psychoactive substances, violence, sexual risk-taking, etc.) is more likely to occur.

PLEDGE 5: COMBAT VIOLENCE, IN PARTICULAR PSYCHOLOGICAL VIOLENCE

I am aware that violence may be non-physical and **can affect a person's dignity and psychological integrity**, resulting in trauma, anxiety, chronic depression and even post-traumatic stress disorder. **I shall therefore actively combat all kinds of violence.**

Psychological violence includes any gestures, words, references, writing, drawings, photos, videos (for example, insults, threats, blackmail, belittling, criticism, digs and jibes, etc.) used to insult, slander, stigmatise or publicly humiliate an individual or a group, face-to-face or virtually, on a single occasion or repeatedly.

PLEDGE 6: COMBAT DISCRIMINATION, NAMELY OF THE PHYSICAL KIND

I shall combat all forms of **discrimination*** (racism, xenophobia, homophobia, lesbophobia, biphobia, transphobia, fatphobia or any other forms of hate speech and incidents), **and, in particular, respect everyone's physical appearance**, irrespective of their physical characteristics, clothing style, ethnic origins, gender identity, religion, state of health, etc.



PLEASE NOTE



* FRESHER INITIATION RITUALS

"Fresher initiation rituals are an **offense. They cause a person to suffer or commit humiliating or degrading** acts. For example, making a person drink excessively **even if they consent**. These rituals take place during a sporting or social and educational event or meeting linked with the school environment. Fresher initiation rituals carry a 6-month prison sentence and € 7,500 fine. These penalties are doubled if the victim is a vulnerable person."

Source : Service Public <https://www.service-public.fr/particuliers/vosdroits/F2275>

* CONSENT

"To give consent is to **give permission, to agree**. It is a mechanism by which another person is authorised to take action which affects their integrity (namely physical or sexual), privacy, family ties, image rights or confidentiality. Consent is **a way of saying "yes" or "no"** (if the person does not consent), **of being respected** and of ensuring that other people respect your dignity."

Source : Amnesty International <https://jeunes.amnesty.be/>

* DISCRIMINATION

"Discrimination aims to **disadvantage a person on grounds prohibited by law**. For example, origin, gender, age, sexual orientation, political, philosophical or religious beliefs. Discrimination based on one of these grounds **is sanctioned by criminal law.**"

Any differential treatment is prohibited if based on one of the following grounds:

- Name / Age / Marital status / Place of residence / Banking domicile
- Physical appearance / Genetic characteristics
- State of health / Pregnancy / Disability / Loss of autonomy
- Language spoken (ability to express oneself in a language other than French)
- Philosophical opinions / Political opinions / Customs / Involvement in trade unions
- Particular vulnerability linked to the economic situation
- Claimed origin / race, ethnicity, nationality: if the person does or does not belong
- Religion: belief or belonging or not belonging
- Gender / Gender Identity / Sexual Orientation

Source : Service Public <https://www.service-public.fr/particuliers/vosdroits/F19448>

* HARASSMENT (SEXUAL, EMOTIONAL, BULLYING, CYBERBULLYING, ETC)

"Harassment is repeating words and behaviour with the aim or effect of having a negative impact on the victim's living conditions. This results in consequences on the physical or mental health of the person subject to the harassment. The law punishes all forms of harassment, taking into account the frequency and content of the action."
Examples of harassment include:

- Vexatious behaviour or remarks
- Threats
- Offensive or obscene comments
- Malicious phone calls, texts or emails
- Home visits or visits to the workplace

Harassment takes place **in all types of relationships**: between work colleagues, neighbours, students at the same academic institution, married and unmarried couples, etc.

Source : Service Public <https://www.service-public.fr/particuliers/vosdroits/F32247>

* SEXUAL AND GENDER-BASED VIOLENCE (SGBV)

"Sexual violence covers situations in which an individual **imposes behaviour or comments (verbal or written) of a sexual nature on another person**. In other words, it is unwanted and **take place without consent**. This **violence breaches basic human rights**, namely physical and psychological integrity. It is prohibited by law and considered a **criminal offence**.

Sexual violence can take **different forms**: sexual assault, rape, voyeurism, sexual harassment, etc. Irrespective of the nature, **it can have many, significant, long-lasting effects on victims** (including anxiety, sleep and / or eating disorders, strong fear, guilt, depression, isolation, high-risk or aggressive behaviour, etc.). It can have an impact on health but also on social, family or professional life. Different victims suffer different effects, **which vary over time**."

Source : Arrêtons les violences <https://arretonslesviolences.gouv.fr/>

SEXIST AND GENDER-BASED INSULTS

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Source : Service Public <https://www.service-public.fr/particuliers/vosdroits/F34550>

I acknowledge that should I fail to comply with this charter, sanctions may be applied against me in accordance with the Internal Regulations of EM Normandie Business School.

Read and approved at / / [date] **on** [city]

Signature :