

Common CHARTER for the RESPECT for OTHERS

This charter is subject to change over time: make it yours!

Among other values, the ESSEC Community shares that of Respect for OTHERS.

This Charter concerns the whole community. Each of us must familiarise ourselves with it, put it into practice, and abide by it in every circumstance. Our community, collectively and individually, is concerned. This means that on each of our campuses, whatever your status: student, professor, external lecturer, co-worker, or partner, you are invited to read this text developed together following a process of internal and external consultation.

Beyond the text which embodies our values and requires their respect, a global process has been developed to sensitize, by all means available, our community, but also and if required, manage the grievances of a victim, while being able to lend our full support and apply sanctions in respect of the principle of proportion to the perpetrator or the perpetrators of the wrongdoing.

NB: A specific and complementary system concerns students on page 2

This Charter is a Charter for good conduct which encourages respect for others' ideas, words and physical and mental integrity on the ESSEC campus, as well as outside the academic framework. **Everybody** should concur to these principles of behaviour and should commit to exercising them:

- **Adopt a benevolent attitude for those around us in every framework of activity: academic, pedagogical, events, celebrations, professional occasions and on social networks.**
- **Respect people when they speak during working group sessions, team meetings, events on campus; do not interrupt people, do not shout at anyone, speak in turns, ensure others can express their opinion.**
- **Respect different opinions, the values and identity of others in their difference (gender, sexual orientation, age, origin, language, etc.). Avoid any intolerance, sarcasm or contempt.**
- **Do not express any wounding, insulting, misplaced or rude words and particularly avoid sexist or lewd remarks and inappropriate behaviour.**
- **Do not harass anyone – either morally or sexually – knowing that it is the person receiving words or behaviours who is to judge if they feel these to be insulting or inappropriate.**

Additional Student version

The previous guidelines concern students and although not constituting part of the School Rules, they are intended to be included in the Student Life rules currently under review. The provisions of the Charter therefore link to these and may constitute a basis for rights regarding any possible sanctions within the framework and according to the procedures provided for by each programme.

1. Being responsible in the exercise of one's sexuality

- Respect sexual persuasions, sexual orientations, opinions and desires of each of my fellow students.
- Ensure there is consent regarding sexual intercourse with my partner(s), respect their freedom of decision; be especially vigilant when this takes place during parties or celebrations in order to be sure that consent has been agreed.

2. Inform, Act

- Give witness to situations I find unfair, shocking or discriminating, attempt to convince the potential victim to alert the School, if not pass on the information in accordance with the School rules to the person authorised by the head of programme concerned who will ensure the anonymity of the informant if requested.
- Be vigilant during the year's celebration events (welcome, sponsorship, recruitment for associations, Student Union evenings) and check before these events that each student is aware and has read the principles of this Charter (upon registering for an event, a reminder of this Charter is provided with a link to the Charter on the School's website [The Students' Union and Presidents of student associations are responsible for this]).

Commit to

- Intervening when I am witness to inappropriate words regarding anyone's gender, sexual orientation (LGBT), race, religion, etc., of hurtful remarks, of sexual harassment, of moral or physical aggression; intervene and help the potential victim.
- If the case is serious (physical and verbal violence, attempt at rape, etc.), register a possible complaint at the Police station with the victim if she/he wishes; do not hesitate to alert the relevant services including the Police or Ambulance service to deal with the situation urgently;
- Then inform the points of contact named by the programme Directors whose names have been communicated and also feature on the official poster "Charter for the RESPECT for OTHERS" – your POINTS OF CONTACT and the ESSEC site.
- In the case of any intervention, check that the victim knows she/he has access to psychological support set up by ESSEC according to the process defined with the Management of each Campus, and, if not, inform the person of the actions implemented by the School.

Practical Aspects

The Student Life Committee and the Students' Union, within the framework of the student associations, have set up training for the presidents of associations on behaviours linked to violent acts. This training is included in those managed by the Student Life Committee on other topics.

Students are, moreover, sensitized upon their integration at ESSEC.

The Charter is disseminated by ESSEC to each student according to the training under consideration and must be signed by each student.

When the Student Life Charter is revised, the Charter for the RESPECT for OTHERS will constitute a specific chapter of the former.