

confiance@unige.ch

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MISSION

- An external, independent unit for
 - Students
 - Staff members
- Who are exposed to, or witness of, sexual harassment, including direct or indirect forms of sexism



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CONFIDENTIALITY

- Listen
- Give advice and support
- Give guidance in individual cases (your own case / case managed by you)
- Fully **confidential**



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SEXUAL HARASSMENT

Any harassing behaviour of a **sexual nature** or **other behaviour related to the person's sex** that **adversely affects the dignity** of women or men in the workplace is **discriminatory**.

Such behaviour includes threats, the promise of advantages, the use of coercion and the exertion of pressure in order to obtain favours of a sexual nature.



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SEXISM

- Any belief or conviction that leads someone to **consider another person to be inferior** because of their
 - sex
 - *gender or sexual orientation*
- or
- **to reduce them** in any way to their sexual dimension.



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Direct and indirect SEXISM

- Directed at one person
- Not directed at one individual but generated by a sexist, stereotyped **working environment** : any remark or attitude or behaviour based on sex or gender stereotypes, directly or indirectly aimed at a person or a group of people because of their sex or gender.



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- Unige.ch/egalite : «Don't turn a blind eye. Sexual harassment: learn, prevent, protect».
- Non au harcèlement sexuel dans les lieux de formation. Coalition contre le harcèlement sexuel dans les lieux de formation:
 - www.formation-sans-harcelement.ch
 - www.ausbildung-ohne-belaestigung.ch



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