

# Policy Against Harassment at CPM 2023

*This document is an adaptation to CPM 2023 of the “Policy Against Harassment at ACM Activities”, available at [www.acm.org/special-interest-groups/volunteer-resources/officers-manual/policy-against-discrimination-and-harassment](http://www.acm.org/special-interest-groups/volunteer-resources/officers-manual/policy-against-discrimination-and-harassment). It is shared with registered participants of the CPM 2023 conference, in the context of the [SafeToC initiative](#).*

The open exchange of ideas is central to the CPM 2023 conference. This requires an environment that embraces diversity and provides a safe, welcoming environment for all.

This policy **applies to all activities related with CPM 2023**, including:

- the conference and the social events;
- exchanges among committees associated with the CPM 2023 conference.

## Expected Behavior

We expect all participants in CPM 2023 to abide by this policy in all venues, including ancillary events and unofficial social gatherings:

- Exercise consideration and respect in your speech and actions;
- Refrain from demeaning, discriminatory, or harassing behavior and speech;
- Be mindful of your surroundings and of your fellow participants;
- Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem inconsequential.

## Unacceptable Behavior

Unacceptable at the CPM 2023 conference is:

**Abuse:** Any action directed at an individual that (a) interferes substantially with that person’s participation; or (b) causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse.

**Discriminatory Harassment:** Any conduct that discriminates or denigrates an individual on the basis of race, ethnicity, religion, citizenship, nationality, age, sexual or gender identity, disability, or any other characteristic protected by law in the location where CPM 2023 takes place.

**Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature. Examples include (but are not limited to):

- unwelcome advances or propositions, particularly when one individual has authority over the other;
- inappropriate touching of an individual’s body;

- degrading or humiliating comments about an individual's appearance;
- using an activity-related communication channel to display or distribute sexually explicit images or messages.

Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem inconsequential.

Unacceptable behaviors include, but are not limited to:

- intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in CPM 2023, at all related events and in one-on-one communications carried out in the context of CPM 2023;
- offensive, degrading, humiliating, harmful, or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other personal characteristics;
- unwelcome sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature;
- inappropriate or gratuitous use of nudity, sexual images, or stereotyped images including using an activity-related communication channel to display or distribute sexually explicit or otherwise offensive or discriminatory images or messages;
- deliberate intimidation, stalking or following;
- harassing photography or recording;
- sustained disruption of talks or other events;
- unwelcome and uninvited attention or contact;
- physical assault (including unwelcome touch or groping);
- real or implied threat of physical harm;
- real or implied threat of professional or financial damage or harm.

Harassment can occur when there is no deliberate intention to offend. Be careful in the words that you choose. Harassment committed in a joking manner or disguised as a compliment still constitutes unacceptable behavior. Remember that sexist, racist, homophobic and other exclusionary jokes can be offensive to those around you.

## **Consequences of Unacceptable Behavior**

If a participant in CPM 2023 engages in prohibited behavior, it will be reported to the university hosting the event, Université Gustave Eiffel, which reserves the right to take any action it deems appropriate.

Consequences of unacceptable behavior may include:

- being removed from the conference without warning or refund;
- being prohibited from participating in future CPM conferences.

Appropriate sanctions also will be taken toward any individual who knowingly makes a false allegation of harassment.

## How to Report Unacceptable Behavior

Any individual who experiences harassment (as described above) at the CPM 2023 conference should contact Philippe Gambette ([philippe.gambette@univ-eiffel.fr](mailto:philippe.gambette@univ-eiffel.fr)) and/or Garance Gourdel ([garance.gourdel@irisa.fr](mailto:garance.gourdel@irisa.fr)).

## Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Policy Against Harassment at CPM 2023 you should notify Philippe Gambette ([philippe.gambette@univ-eiffel.fr](mailto:philippe.gambette@univ-eiffel.fr)) and/or Garance Gourdel ([garance.gourdel@irisa.fr](mailto:garance.gourdel@irisa.fr)), with a concise description of your grievance. Your grievance will be thoroughly investigated. Your grievance will be handled in accordance with our existing procedures.

You may also use directly the reporting system provided by the hosting university, Université Gustave Eiffel, as explained in English on this page:

[mission-egalite.univ-gustave-eiffel.fr/dispositif-de-signalement/reporting-system](https://mission-egalite.univ-gustave-eiffel.fr/dispositif-de-signalement/reporting-system).

## Warnings and Disclaimers

This Policy Against Harassment at CPM 2023 is not intended to limit open discussion of the merits of particular work or issues presented at CPM 2023. It applies only to behavior at CPM 2023.

The CPM 2023 organizing committee assumes no liability or responsibility for the actions of any member or other activity participant.

The CPM 2023 organizing committee is not responsible for protecting the safety of members or participants in CPM 2023. Any individual who feels his/her safety is at risk due to harassment or for any other reason is encouraged to take appropriate steps to ensure personal safety.

There may be situations where an on-site person who is informed of harassment (including Philippe Gambette and/or Garance Gourdel) will be under an obligation to inform the public prosecutor, **because of French legislation about the duties of civil servants**.