

Discrimination, racism, anti-Semitism, violations of rights, incitement to hatred, harassment, violence: a guide to definitions, the current situation and avenues of redress.

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Introduction

This guide was drawn up as part of the 'Prevention of Racism and Anti-Semitism' Working Group organised in 2025–2026 at the ENS de Lyon. It serves as a useful resource to be utilised in line with the ENS de Lyon's commitments, as set out in the Charter adopted in July 2026.

This guide aims to share definitional elements (an Information Booklet on the legal applications of these terms has been produced as a supplement) and illustrates how discrimination and violence can manifest themselves in higher education and research, through the presentation of key figures and the description of specific situations, identified at national level, based on testimonies and the expertise of the Equality and Diversity Units within higher education institutions. These situations are set out at the end of the document to enable those wishing to avoid being confronted with them to do so.

Regulatory framework

- Article 1 of the 1958 Constitution
- Articles 6 and 10 of the 1789 Declaration of the Rights of Man and of the Citizen
- Articles 8 and 9 of the European Convention for the Protection of Human Rights and Fundamental Freedoms, 1950
- Criminal Code
- Public Service Code (in particular, Articles L. 131-2 et seq.)
- Education Code (in particular, Articles L. 719-10 et seq.)
- Research Code
- Article 1e of the Act of 9 December 1905 on the separation of Church and State
- Act of 29 July 1881 on freedom of the press (Chapter IV)
- Act No. 2013-660 of 22 July 2013 on higher education and research (requiring the creation of a multi-annual master plan on disability).
- Act No. 2025-732 of 31 July 2025 on combating anti-Semitism in higher education
- Circular No. SE1 2014-1 of 4 March 2014 on combating harassment in the civil service
- Circular No. 2015-193 of 25 November 2015 on how institutions should deal with cases of gender-based and sexual violence
- Circular No. RDFF1708728C of 15 March 2017 on compliance with the principle of secularism in the civil service
- Circular RDFF1710873C on the implementation of the policy on equality, combating discrimination and promoting diversity in the civil service
- Circular No. CPAF1805157C of 9 March 2018 on combating sexual and gender-based violence in the civil service
- Circular No. CPAF1928443C of 30 November 2019 on the appointment of Equality Officers within the State and its public bodies
- Circular No. TFPF 2314656C of 20 June 2023 on taking account of family diversity and respecting the identity of transgender people in the civil service
- Circular ESRs2400723C of 9 January 2024 on the framework for action by 'racism and anti-Semitism' liaison officers in higher education and research institutions

Definitional elements

Racism and Xenophobia

Definitions and an overview of the various dimensions of racism presented by the Interministerial Delegation for the Fight against Racism, Anti-Semitism and Anti-LGBT Hatred (DILCRAH): <https://www.dilcrah.gouv.fr/sinformer-et-etre-accompagne/sinformer-sur-la-loi/racisme>

Anti-Semitism

DILCRAH's definition: <https://www.dilcrah.gouv.fr/notions-et-enjeux>

Islamophobia or anti-Muslim racism

Concepts discussed by the Réseau Canopé: <https://valeurs-de-la-republique.reseau-canope.fr/decouvrir/notice/islamophobie/islamophobie-ou-racisme-anti-musulmans>

From stereotypes to stigmatisation, which can lead to hatred and discrimination

Explanation from DILCRAH: <https://www.dilcrah.gouv.fr/notions-et-enjeux>

Secularism

Decision of the Constitutional Council of 21 February 2013: <https://www.conseil-constitutionnel.fr/decision/2013/2012297QPC.htm>

Sexism

Summary research note from the High Council for Gender Equality, Annex 1 of the 2026 Report on the state of sexism in France: <https://www.haut-conseil-egalite.gouv.fr/sites/hce/files/2026-03/Note%20comple%CC%80te%20HCE-CNRS%20Annexe%20Rapport%20Sexisme.pdf>

The LGBT+ glossary

Definitions from the DILCRAH, at the bottom of the page: <https://www.dilcrah.gouv.fr/notions-et-enjeux>

Gender-based violence

Approach presented by the Council of Europe: <https://www.coe.int/fr/web/gender-matters/what-is-gender-based-violence>

Ableism

General Commission of the City of Lyon: 'Understanding and combating ableism', 4 March 2022. Online video: <https://www.youtube.com/watch?v=egdtmxpaDKQ>

Intersectionality

- Definition and resources on intersectional discrimination, by the Council of Europe's North-South Centre: <https://www.coe.int/fr/web/north-south-centre/intersectionality>
- 2016 report by the National Consultative Commission on Human Rights (CNC DH), chapter on 'Multidimensional discrimination: intersectionality' (p. 31): <https://www.cncdh.fr/sites/default/files/2021-04/Rapport%20racisme%202016.pdf>
- On the subject of women's rights, reflections from the CNC DH: <https://www.cncdh.fr/dossier-de-presse/dossier-de-presse-rendre-effectif-les-droits-des-femmes-lenjeu-de>
- 2025 Report by the Defender of Rights, *Discrimination on the grounds of religion*, section on intersectional discrimination (p. 25): https://www.defenseurdesdroits.fr/sites/default/files/2025-12/ddd_rapport_les-discriminations-fondees-sur-la-religion_20251204.pdf

Further reading:

- ✓ DILCRAH: [Teaching pack](#)
- ✓ MESRE: [Combating racism and anti-Semitism](#)
- ✓ MESRE: [LGBT+ rights, combating LGBT-phobic violence and discrimination](#)
- ✓ MESRE: [Gender-based and sexual violence](#)
- ✓ MESRE: [Students with disabilities](#)
- ✓ *A Century of Secularism*, Study by the Council of State, 2004: <https://www.conseil-etat.fr/publications-colloques/etudes/etudes-annuelles/un-siecle-de-laicite-etude-annuelle-2004>
- ✓ Marlène Bouvet, Florent Chossière, Marine Duc, Estelle Fisson (eds.), [Categorising: A Lexicon of the Social Construction of Differences](#), ENS Éditions, 2024.

Arrangements

Authorisations for absence (approved leave)

In addition to annual vacation and statutory vacation, there are statutory or optional authorisations for absence, subject to the provision of supporting documentation. Certain special authorisations for absence (ASA) fall within the scope of the ENS de Lyon Charter of Commitment: any inappropriate comments or behaviour regarding the granting of or recourse to these authorisations could therefore constitute discrimination.

Statutory authorisations

- **Participation in and exercise of the right to trade union activity:** one hour per month for staff.

- **Compulsory medical examinations relating to pregnancy** or the annual health check-ups for employees: flexible working hours and leave of absence upon presentation of a medical certificate.

Discretionary authorisations

These do not constitute a right. They are measures of goodwill at the discretion of the line manager, granted according to the needs of the office.

These authorisations for absence relate to several grounds for discrimination provided for by law:

- Family circumstances
 - Pregnancy
 - State of health
 - Trade union activities
 - Religious beliefs: indeed, public sector employers may take their employees' religious beliefs into account provided that such arrangements (working hours, leave, etc.) do not undermine the smooth running and continuity of the service¹. A circular sets out a list of the main religious festivals in this regard², but no legislation may restrict such arrangements to the beliefs of specific faiths. Any refusal by the employer must be justified on the grounds of operational necessity and must not infringe upon the principle of equality (by treating employee requests differently on the basis of religion).
- Find out more on the intranet: [Working hours, ARTT Protocol, CET – Administrative and technical staff](#)

Remedies and support

As a victim or witness of discrimination, psychological harassment and/or sexist or sexual violence, it is always possible to report these incidents to the police or the gendarmerie.

If these incidents occur in the context of an activity linked to the ENS de Lyon, or in cases of domestic violence, it is not only possible but also strongly advised to use the reporting system and/or contact an internal support service (medical office, social services, etc.).

Finally, there are other non-judicial avenues available, such as the Defender of Rights.

Legal proceedings

Any offence can be reported to the police or the gendarmerie, either directly at the scene or at the police station or gendarmerie of your choice. There are also online resources to help you find out more and prepare a potential complaint:

- In cases of **discrimination**, there is an online reporting form: <https://www.service-public.gouv.fr/particuliers/vosdroits/R50242>

¹ CAA Paris No. 99PA02621 of 22 March 2001 and CE No. 125893 of 12 February 1997.

² Depending on the different religious denominations, the Ministry of the Civil Service sets out the calendar of major public holidays each year.

- In cases of **sexual or sexist violence (VSS), domestic violence or violence within the family**, a dedicated platform – via a chat service – is available 24 hours a day, 7 days a week, to speak to a gendarme or police officer trained in dealing with VSS: <https://www.service-public.gouv.fr/cmi>
- In cases of **online harassment, ‘revenge porn’** (or pornographic disclosure) and/or **content of a racist, sexist, anti-Semitic or anti-LGBT+ nature**, it is advisable to take a screenshot to document the offence before filing a complaint, to report the content to the relevant platforms and to report the perpetrator’s profile via the PHAROS portal: <https://internet-signalement.gouv.fr/>

The first two sections allow you to speak to trained staff to discuss filing a complaint and find out more about the procedure. The complaint must be lodged at a gendarmerie or police station of your choice. You should bring all the supporting evidence you have and, once you have done so, keep the receipt for the complaint and the official report.

It is always possible to file a complaint by writing directly to the Public Prosecutor at the Office of the Public Prosecutor.

When filing a complaint, you are not required to specify the nature of the offence; it is sufficient to describe the facts.

The Defender of Rights

The Defender of Rights is an independent administrative authority responsible for ensuring that citizens’ freedoms and rights are respected. Established in 2011 and enshrined in the Constitution, it has two main roles: to defend those whose rights are not respected and to promote equality for all.

There are several ways to make a complaint to the Defender of Rights: via an online form, by post, or at the offices of the Defender of Rights’ regional representatives, which are located in several regions. Find out more: <https://www.defenseurdesdroits.fr/nous-contacter-355>

ENS de Lyon reporting procedure

In the event of an emergency, please contact the ENS de Lyon security office and the dedicated national helplines³. For other types of incidents that may constitute discrimination, racism, anti-Semitism, harassment or violence of a sexist, sexual or LGBT+phobic nature, a dedicated procedure is in place at the ENS de Lyon.

This procedure is not subject to any requirement to take action with the judicial offices (for example, lodging a complaint). It is conducted entirely independently of any criminal proceedings that may be underway, although a link may be established at the request of the victim or the judicial offices (in the event of a complaint or a report to the public prosecutor).

This procedure is based on principles that are essential to its proper functioning:

³ See the list of emergency numbers and useful contacts on the ENS de Lyon website: <https://www.ens-lyon.fr/lecole/nos-engagements/lutte-contre-les-discriminations-et-les-violences/dispositif>

- ✓ **Distinct stages** involving actors who are independent of one another.
- ✓ An **initial approach characterised by a sympathetic, objective and unbiased attitude** towards the person making the report.
- ✓ Actions carried out **in agreement** with the person who made the report.

NB: in situations that may pose a risk to the safety or well-being of individuals or to the smooth running of the school, the Headteacher may be required to take immediate action without the prior consent of those concerned (e.g. in the event of imminent danger), given their responsibility as head of the school.

Anyone with concerns about a situation – even if they are unable to specify the facts – or wishing to report a situation that may constitute a form of discrimination, racism, anti-Semitism, psychological harassment, gender-based, sexual or LGBT+phobic violence, may contact the ENS de Lyon Equality Unit in complete confidence at: signalement.violences.discriminations@ens-lyon.fr or via an online form, available in [English](#) and [French](#).

- Find out more in the [Guide to the reporting system](#) and the [Detailed procedure for handling reports](#).

Article 40 of the Code of Criminal Procedure

In the civil service, the Code of Criminal Procedure stipulates an obligation to report acts constituting an offence or a crime. In practice, it is often the institution's Presidency which, upon becoming aware of acts constituting an offence or a crime, takes responsibility for referring the matter to the Public Prosecutor. At the ENS de Lyon, this procedure is generally initiated following the launch of an administrative inquiry, which serves to substantiate the facts and compile a file containing evidence. The person reporting the facts is kept informed of all these steps throughout the procedure.

- Find out more in the [Detailed Procedure for Handling Reports](#).

Functional protection measures (legal protection for public servants)

Protection and support measures provided by the administration to its employees to protect and assist them if they are subjected to attacks in the course of their duties or because of their duties (covering lawyers' fees, legal costs, legal assistance during proceedings, preventative and support measures, etc.), provided that the employee has not committed any personal misconduct.

This applies solely to civil service employees (civil servants, civil-service trainees - including ENS students - and contract staff employed under public law). For ENS students who are victims of assault, protective measures (e.g. a ban on the accused person entering the premises) may be put in place under the ENS de Lyon's general health and safety obligations.

- Find out more in the guide [‘The functional protection of civil service employees’](#)

Precautionary measures

Depending on the situation, these may be decided before, during or after an internal administrative investigation.

- **Suspension of non-faculty members and scholars** (Articles L.531-1 et seq. of the Public Service Code)

‘A civil servant who has committed a serious offence, whether a breach of their professional duties or an offence under ordinary law, may be suspended by the authority with disciplinary power, which shall refer the matter to the disciplinary board without delay. [...] Their case must be definitively resolved within four months. If, upon expiry [of this period], no decision has been taken by the authority with disciplinary powers, the civil servant who is not the subject of criminal proceedings shall be reinstated in their post [...].’

- **Suspension of faculty members** (Article L. 951-4 of the Education Code)

“The Minister responsible for higher education may order the suspension of a faculty member for a period not exceeding one year, without deprivation of salary.”

- **Prohibition of access to premises** (Articles L. 811-6 and R. 712-8 of the Education Code)

“In the event of disorder or a threat of disorder within the premises and facilities [...] the responsible authority [...] may prohibit any person, and in particular members of staff and users of the institution or other offices or bodies based there, from accessing those premises and facilities.

This ban may not be imposed for a period exceeding thirty days. However, where disciplinary or legal proceedings have been initiated, it may be extended until the final decision of the court hearing the case.”

Disciplinary procedures

Any civil service employee who fails to fulfil their professional obligations and/or commits an offence, including outside the scope of their duties (incompatibility with the performance of their duties, damage to the institution’s reputation, serious breach of integrity), is liable to disciplinary action.

The same applies to students, who may be disciplined for acts of violence, harassment, racism, anti-Semitism, discrimination or incitement to hatred, and more generally, for any act likely to undermine the order, smooth running or reputation of the school.

The disciplinary regime and the applicable sanctions vary depending on the status of the person subject to disciplinary proceedings:

- **For faculty members, teachers and academic staff**, Articles L. 952-7 et seq. of the Code of Education specify: ‘The disciplinary sanctions that may be imposed on faculty members and members of the teaching staff in higher education are:
1° A reprimand;
2° Delay in progression to the next pay step for a maximum period of two years;

- 3° Demotion;
- 4° A ban on promotion to a higher class, grade or category for a period of up to two years;
- 5° A ban on carrying out all or some teaching or research duties as a faculty member at the institution or at any public higher education institution for a maximum of five years, with the loss of half or all of the salary;
- 6° Compulsory retirement;
- 7° Dismissal.

Persons against whom the sixth or seventh sanction has been imposed may, in addition, be prohibited from carrying out any duties in a public or private institution, either for a fixed period or permanently.

- **For students, Article 18 and seq.** of the Education Code and Decree No. 2012-715 of 7 May 2012 laying down the rules governing the organisation and operation of the ENS de Lyon specify in particular: "The disciplinary sanctions that may be imposed on a civil-service trainee are:
 - 1° A warning;
 - 2° A reprimand;
 - 3° Temporary suspension, with withholding of remuneration (excluding the family allowance), for a maximum period of two months;
 - 4° Compulsory transfer;
 - 5° Permanent dismissal from office."
- **For administrative staff, Articles L. 533-1 and seq.** of the Public Service Code set out the various disciplinary measures by Group

Group	Disciplinary measures
1 st group	- Warning - Reprimand - Temporary suspension from duties for 1 to 3 days
2 nd group	- Removal from the promotion list - Demotion to the next lower pay band - Temporary suspension from duties for 4 to 15 days - Compulsory transfer
3 rd group	- Demotion to the immediately lower grade, to a step with a pay scale equal to or immediately lower than that held by the employee - Temporary suspension from duties for a period of 16 days to 2 years
4 th group	- Compulsory retirement - Dismissal

Removal from the promotion list may also be imposed as a disciplinary measure.

- **For contract employees, Decree** No. 86-83 of 17 January 1986 relating to State contract employees, in particular Article 43-2, states: "The disciplinary sanctions that may be imposed on contract employees are as follows:
 - 1° A warning;
 - 2° A reprimand;
 - 3° Temporary suspension from duties for a maximum period of three days;

- 3° bis Temporary suspension from duties for a period of four days to six months for employees recruited on fixed-term contracts and for a period of four days to one year for employees on permanent contracts;
- 4° Dismissal, without notice or severance pay.”

Current situation

Key figures

2020 Living Conditions Survey – OVE, [*‘Being a student before and during the health crisis’*](#), Office of Feres Belghith, Marie-Paule Couto and Olivier Rey

Discrimination:

- **34 per cent of international students report having experienced negative discrimination** (including ‘being treated less favourably in marking’ and/or ‘being treated less favourably in higher education guidance’) compared with 19 per cent of French students born to French parents outside the French overseas departments (DOM), overseas territories (TOM) and overseas collectives (COM).
- This figure rises **to 30 per cent for women and 25 per cent for men among French students born in or originating from the French overseas departments and territories (DOM-TOM) and the French overseas collectivities (COM)**.
- Among foreign nationals usually resident in France: 38 per cent of women and 29 per cent of men report having experienced discrimination.

Racism: racist attacks and micro-violence

- “As with discrimination, **gender plays a significant role in reported experiences of racism**”:
- Nearly 12 per cent of French students born in or originating from the French overseas departments (DOM), overseas territories (TOM) and overseas collectives (COM) report having experienced racist violence (13 per cent of women and 9.5 per cent of men), whereas students whose parents are French but do not come from the DOM, TOM or COM report very few racist attacks or micro-violence (0.7 per cent).

ONDES surveys: research reports on access to Master’s programmes (MA (SHS) or MSc (SEE)), apprenticeship contracts and discrimination in recruitment within higher education and research: <https://ondes.univ-gustave-eiffel.fr/publications>

- In the admissions process for Master’s programmes, **applicants of North African origin receive 12 per cent fewer positive responses** than applicants of French origin.
- **Female students who wear the hijab are 80 per cent less likely** to secure an apprenticeship contract following an unsolicited application.
- **Being of North African origin reduces the probability of receiving a positive response to a job application** (for an administrative assistant role, the most commonly tested position in the study) **by 8.5 percentage points when the vacancy is advertised** by a higher education institution or a research centre.

ACADISCRI survey: Christelle Hamel, Géraldine Bozec, Marguerite Cognet, Abdellali Hajjat, Fabrice Dhume, et al., '[Experiences of discrimination in higher education and research in France](#)', *Éclairages*, 2022.

- Half (50.9 per cent) of staff at the university surveyed reported having experienced at least one form of unequal treatment since the start of their professional career in higher education and research:
 - nearly 40 per cent mention microaggressions (derogatory remarks and comments)
 - 25 per cent mention a situation of psychological harassment,
 - 22% cited discrimination
 - and 21% verbal abuse.
- These incidents mainly involve **racism** and **sexism**.
- Very often, there is a **power imbalance** between the perpetrators and their victims: depending on job category, in **6 to 7 out of 10 cases** the perpetrator holds a 'higher' position in the hierarchy than the victim.

Senate Fact-Finding Mission on Combating Anti-Semitism in Higher Education; Committee on Culture, Education, Communication and Sport; [Key Points on the Draft Bill on Combating Anti-Semitism in Higher Education](#), February 2025, page 1:

- Between 7 October 2023 and 10 April 2024: 67 anti-Semitic incidents were recorded by France Universités, **double** the number recorded during the 2022–2023 academic year.
- According to [an Ifop survey](#) conducted in September 2023, **9 out of 10 Jewish students** have experienced an anti-Semitic incident.

Surveys on sexist and sexual violence in higher education and research

According to the [2023 Barometer](#) from the Observatory on Sexist and Sexual Violence:

- 1 in 10 students has experienced sexual violence since entering higher education and research.
- **Between 3% and 5% of female students are raped during their time in higher education, and nearly half of these cases occur during the first year.**
- 6 in 10 students report having been victims of and/or witnesses to at least one incident of sexist or sexual violence or LGBTQIA-phobia.

Women and LGBTQIA+ students are disproportionately exposed to this violence, as reported by three recent surveys carried out by [the University of Nantes](#) (2023), five institutions in Clermont-Auvergne (2024) and the [SAFEDUC project](#) (2024):

- Four to five in ten female students, compared with one to two in ten students overall, and one in two students who identified as having 'another gender identity' report at least one form of student violence linked to their studies or work.
- **Gay, bisexual or trans men are three times more likely to be affected than men as a whole.**
- **Lesbian, bisexual or trans women are nearly 2.5 times more likely to be victims of rape** in connection with their studies than the average for women.

According to the [2024 Barometer](#) from the Observatory on Sexist and Sexual Violence:

- 51.7 per cent of doctoral students believe that the Doctorate programme is a period particularly prone to sexist and sexual violence, a view held more frequently by women (56.2 per cent) and non-binary people (70.3 per cent) than by men (42.7 per cent).
- **More specifically, 40 per cent of doctoral students report violence or inappropriate behaviour in their fieldwork:** notably obscene remarks reported by 15.5 per cent of women (compared with 3.8 per cent of men) and sexual assaults reported by 2.8 per cent of women.
- Nearly a quarter of doctoral students who visit their laboratory more than once a year say they have experienced or witnessed at least one form of violence, harassment or discrimination liable to legal sanctions (mostly sexist behaviour, sexist insults, discriminatory acts and sexual harassment).

Finally, a [survey conducted by the L'Oréal Foundation and Ipsos](#) in 2022 shows that **80 per cent of female scholars worldwide have experienced sexism at work**, and half have experienced it on at least three occasions.

Real-life examples and consequences

Please note: these examples are taken from real-life situations and may reawaken memories of past trauma and violence.

Racism and sexism

'Everyday' racism or anti-Semitic, racist and xenophobic micro-violence can take the following forms:

- Remarks or insinuations **about** a person's **language or accent**.
- **Intrusive questions** based on a **presumed** non-French or non-metropolitan origin or a presumed religion: 'Where are you *really* from?'; 'How do you pronounce your name?' asked in a sarcastic tone.
- **Cultural appropriation:** the borrowing of cultural codes based on caricatured, essentialist or even exoticising images by individuals or groups from dominant social groups, stemming from the ethnocentric and unequal relationship of our Western society towards others (in the choice of event themes, fancy dress costumes that rely on and reproduce stereotypes, etc.).

In a more visible and hostile form, racism (intersecting with other forms of discrimination such as sexism) can manifest itself through:

- **Nicknames** or the use of **terms that are infantilising**, demeaning, contemptuous or abusive, directed at a student, a PhD student or a colleague (whether in public or not).
- **Racist and gendered representations and/or remarks** made in the name of a so-called feminist approach, with the aim of further essentialising and making 'others' (in this case, people of colour) feel guilty. For example: veiled women are necessarily submissive; certain cultures tolerate, or even encourage, greater control over and violence against women.

- **Comments within a group** regarding religious practices, physical appearance and dress, days of absence for religious festivals; etc.

Just like sexist, sexual and LGBT+phobic violence, racist and anti-Semitic violence has **serious and long-lasting consequences for mental health** (loss of self-esteem, eating and sleep disorders, suicidal thoughts, etc.), **on studies and work** (absenteeism or lateness, difficulties concentrating and remembering), but also on **relationships with close friends and family** (due to a lack of support or the trivialisation of the violence suffered, for example). They may involve **avoidance strategies** (and therefore changes in behaviour and habits) in an attempt to minimise the risk of being confronted (again) with a violent situation.

All of this can lead to **post-traumatic stress and psychological trauma**⁴.

Finally, it is important to highlight the existence of a **backlash effect** (which takes the form of remarks such as: 'you can't say anything anymore', 'oh, come on! it was just a joke. We can't even have a laugh anymore', 'it's worse elsewhere', 'it was worse before, and we didn't complain!', 'it's always been like that', etc.) which can undermine the legitimacy of those affected and distort the dynamics of responses and reporting.

Examples of disciplinary measures

According to Official Bulletin No. 31 of 21 August 2025, which details the disciplinary sanctions imposed on faculty members in higher education in 2024, several sanctions were imposed for acts of discrimination, harassment and psychological harassment:

- A full Professor was sanctioned with a **"ban on carrying out any teaching duties for a period of eighteen months without loss of salary"** for **"psychological harassment**, as well as repeated breaches of the duty of discretion and **discriminatory behaviour** towards students".
- A full Professor received a **reprimand** for **"sexist, offensive and humiliating behaviour** undermining the principles of dignity and exemplary conduct, as well as the institution's reputation".
- A senior lecturer was sanctioned with a **"ban on carrying out any teaching or research duties for a period of one year, with a 50 per cent reduction in salary"** for "sexual harassment, an affront to dignity and sexist behaviour."
- A Deputy Vice-Chancellor was sanctioned with a **"permanent ban on carrying out any teaching or research duties at a higher education institution"** for **"remarks and acts of a sexual nature"**.
- A senior faculty member was sanctioned with a **"ban on carrying out any teaching or research duties at any public higher education institution for twelve months, with forfeiture of their full salary"** for "behaviour incompatible with the performance of teaching duties, disrupting the order and proper functioning of the university, linked in particular to remarks of **a racist, Islamophobic, xenophobic, discriminatory and sexist remarks."**
- A senior faculty member was sanctioned with a **"ban on carrying out any teaching duties at any public higher education institution for six months, with forfeiture of half his salary"** for

⁴ See, for example, the website of the association ['Traumatic Memory and Victimology'](#), accessed in March 2026.

“posting **hateful and racially charged comments**, as well as **degrading and insulting remarks directed at a former student** of the university, on the social media platform Facebook”.

At the ENS de Lyon, reports processed since 2021 have enabled the implementation of **support measures for victims and witnesses**, as well as the development of **training and awareness-raising initiatives tailored** to the challenges and issues identified.

With regard to those implicated, the actions taken are proportionate to the seriousness of the offences and any identified risk of reoffending. Consequently, a wide range of measures can be considered and have been implemented over the last five years:

- A summons to a **disciplinary hearing**, which may result in disciplinary action.
- The launch of **administrative investigations** to establish the facts, their seriousness and their consequences, and thus to identify the measures to be taken. Where necessary, the ENS de Lyon works in close collaboration with other institutions and supervisory bodies.
- **Disciplinary sanctions** have been imposed on students, PhD students or doctoral students and staff: warnings, reprimands, suspension for periods ranging from a few days to several months with deduction of salary, and compulsory retirement.