

# What is harassment?

## Psychological harassment or mobbing, a definition

Psychological harassment or mobbing is an unethical or destructive way of reacting to a situation or behaving towards a person.

## Sexual harassment, a definition

Sexual harassment refers to all comments or actions of a sexual nature or other behavior related to a person's gender that are unwanted by the person to whom they are directed, and which adversely affect their well-being.

# EPFL's position about harassment



## Zero tolerance!

- For all types of harassment (sexual, psychological, mobbing, etc.)
- In all situations:
  - student - student
  - student assistant (SA) - student
  - member of the academic staff - student
  - member of the administrative and technical staff - student
  - ... and vice versa



## Possible consequences

- Disciplinary investigation (students) and/or administrative investigation (EPFL staff)
- Sanctions if misconduct is proven

# What to do in those situations?



- If you witness inappropriate behavior, show your disapproval!  
Inform your class delegate or section
- If you are a victim, if possible, clarify the situation and tell the person concerned what behavior is making you feel harassed
- Speak quickly to someone you trust or to our counselors  
[go.epfl.ch/individual-support](https://go.epfl.ch/individual-support)
- Find out about the support network: [go.epfl.ch/respect](https://go.epfl.ch/respect)