

Les Arcs Film Festival Charter

Against sexual and gender-based violence

Révélation Culturelles, the association organizing the Arcs Film Festival, wishes to affirm to all its employees, service providers, volunteers, participants and partners its utter commitment and willingness to prevent sexist and sexual violence. The Festival board is legally bound to prevent, protect and react to any situation of harassment and/or sexist and sexual violence involving one of its employees or a person for whom it is directly responsible (volunteer, trainee).

Beyond our legal responsibility, we want everyone to feel safe and respected.

Regardless of the seriousness of the act, even discomfort or irritation will be taken into consideration and we will be attentive and advise you best. Some situations can be resolved through an amicable settlement, while others will require legal intervention. In between both, prevention can be done, and **we will be with you every step of the way whichever the case is.**

Any behavior relating to **sexist outrage, sexual harassment, sexual and gender-based violence, physical or psychological control, sexual assault and rape** will be considered problematic and prejudicial. These terms are precisely defined in the French penal code. These acts are illegal and criminally liable. (*See definitions in the dedicated section*).

The Festival board commits to:

- Do everything in its power to stop and punish any comments or behavior involving gender-based and/or sexual violence within the Festival.
- Implement the procedure presented in the Collectif 50/50's kit, in the event of a report. This procedure is also presented in the dedicated session of this charter.
- Conduct an immediate, serious, impartial and contradictory investigation.
- Hear the victim, the witnesses and finally hear the defendant.
- Adopt the necessary measures. Depending on the seriousness of the facts, the consequences may include exclusion from the events of the Festival or dismissal for gross misconduct.

What should I do if I'm a victim or a witness?

Contact one of the harassment representatives, who will tell you what procedure to follow.

Lison Hervé, Lise Perottet and Anne Pouliquen have been appointed to act as harassment, gender-based violence and sexual harassment coordinators. You can choose to contact any of them. They will be your first point of contact if you are a victim or witness inappropriate sexist or sexual behaviors. They will listen to you in the fairest, most kind and caring way possible, and are committed to systematically following up on your requests, from mediation to investigation.

After consulting with you, they will inform the Festival board members of the situation, who will decide collectively on the attitude and reaction to adopt.

Here are their contact details:

Phone: **Lise Perottet: +33 7 50 49 95 67**
Lison Hervé: +33 6 85 30 14 58
Anne Pouliquen: +33 6 10 10 47 43

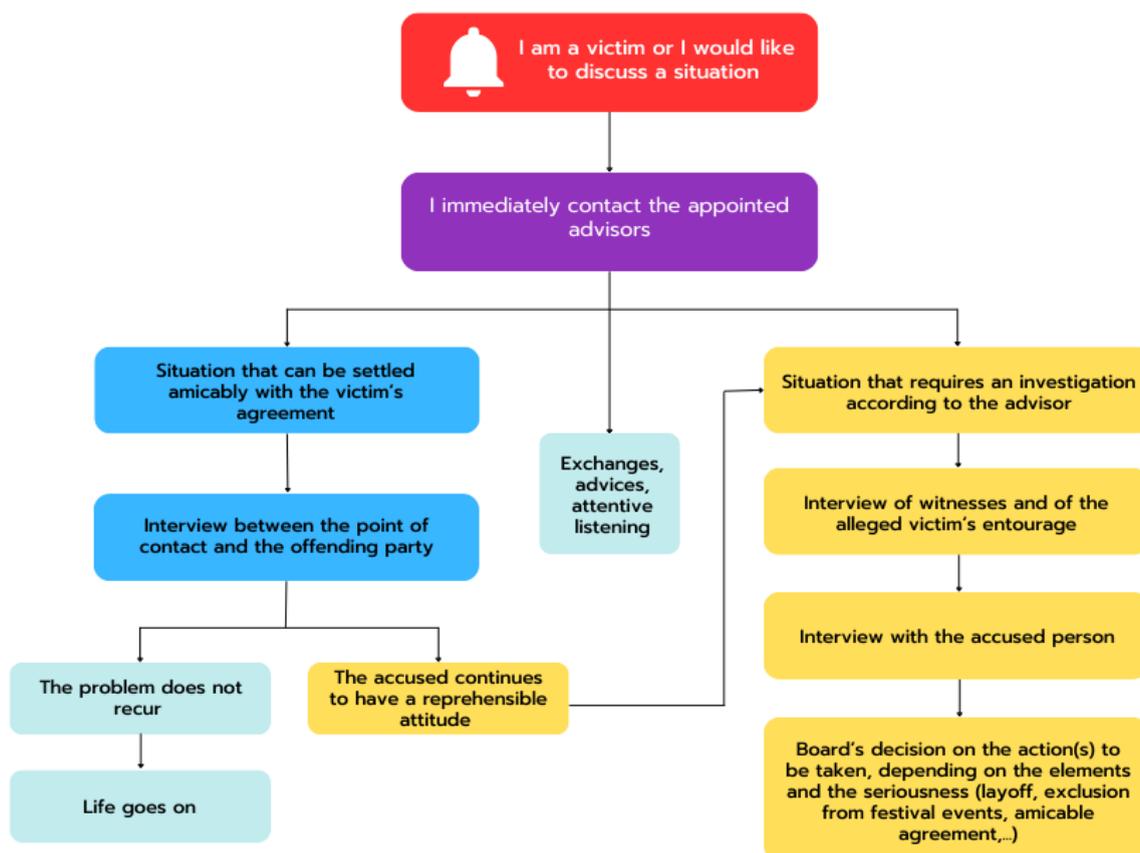
Email: preventionharcelement@lesarcs-filmfest.com

The appointed advisor, assisted by members of the board will:

- ascertain the facts
- interview any witnesses and the defendant's entourage
- receive without delay the defendant to ask for their own version.

The Festival board will decide as soon as possible on the measures to be taken to protect the victim and, depending on the seriousness of the facts, sanction the accused.

The following diagram illustrates and summarizes the various stages following the reporting of an inappropriate situation and the different possible outcomes:



In addition, there is a **helpline** for listening to and supporting victims or witnesses of rape, sexual harassment and gender-based and sexual violence.

Contact details:

Phone: **+331 87 20 30 90** Monday to Friday, 9am to 1pm and 2pm to 6pm.

Email: violences-sexuelles-culture@audiens.org at any time, giving your name and your phone number. You will be contacted no later than the next working day.

Procedure

Revelations Culturelles has drawn up a precise procedure to follow in case of reports of violence or sexual harassment within the festival. This procedure will enable us to act in three key areas:

1. To protect the alleged victim
2. To investigate to determine whether the facts are proven true or wrong
3. To sanction and/or take preventive measures adapted to the findings of the investigation.

1. Protecting the alleged victim

Upon receipt of a report (written or oral), the association's priority is to do everything in its power to ensure that the **situation stops** and does not escalate. It will immediately consider the victim's point of view as **true**; even if the facts are not correctly qualified, the situation remains a source of discomfort and probable suffering. Whatever the facts reported, we will never turn a blind eye to the situation.

An initial interview will be held with the person who made the report, and then with the victim (if they did not make the report), to discuss the reported facts.

Protective measures will be taken immediately. For example, we will prevent the offending party from coming into contact with the victim. We will ensure that the victim can be directed to the helpline and specialists, so that they can receive sympathetic psychological support tailored to their situation. We will also inform them of the legal remedies at their disposal.

Throughout the process, we maintain strict confidentiality regarding the identity of the people involved (the person making the report, the presumed victim, any witnesses, the presumed perpetrator, etc.) as well as to the facts themselves.

2. Investigating to determine whether the facts are true or not

An initial analysis of the facts will be made by examining the elements that already exist (protagonists, role in the festival, information about the event, etc.). However, at this stage, it is generally difficult to draw a definitive conclusion without first listening to the other parties. We will therefore launch an investigation to determine whether or not the facts are true.

The person who filed the report and the alleged victim (if they are not the same person) will automatically be informed of the action taken and the details of the investigation.

The investigation will consist of a series of separate interviews with witnesses and protagonists. The appointed advisor will conduct the interviews with benevolence and neutrality. Once again, all these exchanges will be protected and will remain confidential. To this end, the interviews will take place in secure, isolated locations, in conditions designed to protect everyone involved.

After each interview, a written report will be drawn up containing the information and elements needed to follow up the survey. Of course, these reports will be drawn up as

neutrally as possible, and their contents will remain confidential; only the appointed advisor and the Festival board will have access to them.

At the end of the interviews, a written survey report will summarize the information gathered and announce the decisions taken. All those who took part in the investigation will be informed of the results. Measures to prevent sexist and sexual violence and harassment will be taken and put in place.

3. Applying sanctions and/or taking preventive measures adapted to the findings of the investigation

With regards to the conclusions of the investigation, three situations can be distinguished:

- The investigation establishes that the facts have been proven true

Depending on the seriousness of the proven facts, **proportionate sanctions** will be applied. A festival member, volunteer or trainee may be reprimanded or even dismissed. An offending festival-goer may be restricted or excluded from festival events. We'll also be on hand to advise the victim and explain any legal recourse they may have to take legal action.

If the results of the investigation do not tally with the report, but reveal other inappropriate behavior, it may lead to sanctions.

- The investigation does not necessarily establish whether the facts are true or not

In this situation, because doubt persists, it is not possible to take disciplinary action against the person facing the accusations. On the other hand, we will still take additional measures to address the issue as it was reported.

The situation will be monitored to prevent any other inappropriate actions. We will make sure that the accused person does not come into direct contact with the alleged victim. We may therefore refuse them access to certain places.

- The investigation establishes that the facts are not proven

In this situation, the protagonists (both the accused and the alleged victim) will not suffer any effects due to this situation. However, a return to normal is not always desirable or possible. Depending on the situation and if necessary, we will mediate between the protagonists, so as not to force them into direct contact.

Unless the investigation determines malicious intent, the alleged victim, witnesses and all the protagonists involved will not suffer any sanctions.

Naming to better know and be able to prevent: a few definitions

For a better understanding of the issues at stake, please familiarize yourself with all the terms below and their definitions.

SEXUAL HARASSMENT

To harass by words or deeds. The act of repeatedly imposing comments or behavior of a sexual nature on a person that violates their dignity, or using pressure to obtain an

act of a sexual nature (offence). Sexual harassment is a form of violence based on domination and intimidation, prohibited and punishable by law. Sexual harassment in the workplace is more specifically punished (*Article L1153-1 of the French Labor Code Article 222-33 of the French Penal Code, Case law from the Orleans Court of Appel (2017), European Directive: 2002/73/CE*).

SEXUAL VIOLENCE

Sexual violence is defined as any sexual act, attempted sexual act or advance of a sexual nature directed at a person without their consent. It infringes upon fundamental human rights and is prohibited and punishable by law.

GENDER-BASED VIOLENCE

Gender-based violence is defined as any action related to a person's gender, with the purpose or effect to undermine their dignity or create an intimidating, hostile, degrading, humiliating or offensive environment (*Article L1142-2-1 of the Labor Code, Article 6 bis of the 1983 law, Article 33 of the 1881 law*).

GENDER-BASED OUTRAGE

A sexist comment that undermines dignity or creates a degrading environment (*Article 621-1 of the French Penal Code*).

PSYCHOLOGICAL DOMINATION

Psychological domination is characterized by various stages that gradually lead to emotional dependence and the manipulator's assumption of power over the victim. It is often a prerequisite for sexual violence, which can then help the abuser to refer to them as "consensual", although this is generally not the case.

RAPE

Rape refers to any act of sexual penetration of any kind, or any oral-genital act, committed with violence, constraint, threat or surprise (*Article 222-23 of the French Penal Code*).

Rape is a sexual violation committed without the victim's consent. It is not the physical violence that defines the rape. Rape or attempted rape is a crime, prohibited and punishable by law, even if committed by a spouse or a known partner.

SEXUAL ASSAULT

Sexual assault is any act of sexual offence committed with violence, threat or surprise. For instance, touching can be considered as a sexual assault. For there to be assault, there must be physical contact between the victim and the perpetrator. Sexual assault and attempted sexual assault are punishable by the same penalties, even when committed by the victim's spouse (*Article 222-22 of the French Penal Code*).

Important clarification:

Witnesses are not necessarily people who saw something reprehensible. They can testify to an atmosphere, to things seen outside the reprehensible act itself. Sometimes there are no witnesses at all, but that should not stop you from speaking out if you have been a victim or if you feel the need to do so, we'll listen to you. If you witness

something, come and talk to us about it. Sometimes victims do not dare speak out, and situations continue to escalate.

If you encounter a problem with an employee, partner, festival participant, service provider or volunteer, at any time during the festival: come talk to us if you have the slightest doubt.

Generally speaking, the festival is a joyful, festive time, with a very diverse population, and it's a good time to meet people. Please remember that no one can demand sexual favors from you.

Flirting, dating and forming relationships of any sorts, breaking up - that's life, and we will not judge them as long as there is **mutual consent** and they do not fall within the definitions given above. However, there are situations that call into question consent or these definitions.

The same goes for jokes. Humor is healthy, except when it starts triggering people. Talking about it can resolve many situations beforehand or can help the board to stop the offending people in another way if need be.

Once again, if you have the slightest doubt or question, do not stay on your own and come and talk to us.

Contacts information recap:

Les Arc Film Festival's appointed sexual harassment gender-based violence advisors:

Phone: **Lise Perottet: +33 7 50 49 95 67**
Lison Hervé: +33 6 85 30 14 58
Anne Pouliquen: +33 6 10 10 47 43

Email: preventionharcelement@lesarcs-filmfest.com

Helpline

Phone: **+331 87 20 30 90** Monday to Friday, from 9am to 1pm and 2pm to 9pm.

Email: violences-sexuelles-culture@audiens.org at any time (stating your name and phone number).

3919: National helpline dedicated to women victim of violence and their entourage.

Further information:

You will find all the numbers, addresses and ressources you need in a situation of sexist and sexual violence in [this appendix](#).

You can look up the "[Kit de prévention, Violences - Harcèlement sexuel - Sexisme](#)" from the Collectif 50/50.

Les Arcs Film Festival encourages you to download the APP-ELLES application, which lets you quickly alert your loved ones as well as the emergency services. You will also find associations and other professional services contacts to help you if you are a victim or witness an act of gender-based and sexual violence, as well as a range of useful resources and factsheets on the subject.

APP-ELLES : [Google Play](#) - [App Store](#)