

FIGHT GUIDE

AGAINST DISCRIMINATIONS AND SEXIST AND SEXUAL VIOLENCES



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PREAMBLE

All around the world, a **concerning rise of reactionary and discriminatory ideas** is being empowered by **misinformation**. So, in the CSTE, student federation of the Haut-Rhin, we made a fight guide against discriminations and sexist and sexual violences in the University: an emancipation place and tool against obscurantism. And all that because we **wish to imbalance the current speech, pedagogically give comprehension keys** as well as **the needed resources** to face discriminations.

In this booklet, even though the different kind of oppressions are separated page by page, they are not independent and for that reason, they **have to be considered as a whole** in a discrimination-nurturing and guilty system. That is why we talk about **intersectionality** : a **sociological notion that shows how these different forms of oppressions** (like racism, sexism, classism, ableism, homophobia, transphobia, etc.) **are bound to and empowering each other**. This is a concept created in 1989 by the Afro-American and feminist jurist Kimberlé Crenshaw.

This notion is **primordial to fully understand the complexity of the domination system**, and is needed to understand and question all of our privileges : **being a victim to one or more oppressions does not mean that we can't be someone else oppressors**.

That is why we are talking about **misogynoir** when a black woman face both racism and sexism: she is suffering from a particular sexism because of a combined racism. As for a **disabled woman** who's facing **discriminations proper to a mix between ableism and sexism**, same goes for **transmisogyny**, etc.



ABLEISM



DISABILITY

A **person with a disability** is a person whose "capacities" (physical and/or mental) are **temporarily or permanently diminished** due to an accident, aging or genetics; which impact their autonomy. One was not automatically born with a disability, nor do they necessarily have it for a lifetime.

ABLEISM

Oppressive system based on the belief that "abled" people (people who don't have disorders or incapacitating abilities) would be the **norm**, which caused society to be **unsuitable** with, for example, a lack of decent access to buildings. That is also a form of disdain towards people with a disability. This oppression is systemic, cultural, offensive and discriminatory, which cause isolation.

It is more suitable to talk about a person with a disability than a disabled person, as it is **the situation they are in that is incapacitating them, because of the lack of environments adapted to their functioning and "incapacities"**.

For example, being in a classroom with a lot of noises, chatting and/or teachers microphones at a too high volume, create an huge auditive nuisance for people with a sensorial disability. In that case, the situation is what is incapacitating, not the disability in itself, because solutions exist (as noise cancelling headphone, a microphone at a lower volume, etc.)

Disabilities are social and it's up to society to adapt in order not to be incapacitating.

Some disabilities are invisible, which means that they **can not be noticed** just by looking, and are not always detectable if the person does not say anything about it and the difficulties encountered. People with an invisible disability are **as valid as** other persons with disabilities.

There are five main types of disabilities :

- **sensorial** disabilities (eyesight or hearing problems),
- **motor** disabilities (mobility and motor functions),
- **mental** disabilities (intellectual defect),
- **psychological** disabilities (depression, bipolarity ...),
- cognitive disabilities (ASD, ADHD,...).

For some people, it's harder to get a diagnosis because of racial and gender prejudices in the diagnosis process. This lead to a **mischaracterization** of signs and symptoms, as the diagnosis is often established based on a rich white men and prejudices like the fact that racialised people are perceived as robust and strong (and so not possibly disabled).

OVER 12 MILLION PEOPLE AFFECTED BY A
DISABILITY.

80 %

ARE LIVING WITH AN INVISIBLE DISABILITY.

Even though thanks to menstrual leave (p.3) we have 20 justified half-day, don't forget that if you have endometriosis or another incapacitating pathology, you can ask the Mission Handicap for arrangements.

DISABLED, YOU ARE ELIGIBLE FOR ARRANGEMENTS

You are living with a disability or a temporary or permanent health issue?

Get closer to the **Mission Handicap** in order to have access to studies/exams arrangements based on your needs.

Send an email at accueilhandicap@uha.fr to **schedule an appointment**. Itinerary: Maison de l'Étudiant, first floor, Campus Illberg (Mulhouse) or Building B, Campus du Grillenbreit (Colmar)

You **don't have to be recognized** by the MDPH to get an arrangement, you only need you medical files. It's done with the Mission Handicap, according to the following steps:

1. Appointment with the Mission Handicap
2. Appointment with the Health services to determine to more suitable arrangement
3. Communication with the administration to setup the arrangement

Remember to always bring your arrangement certificate with you, especially during exams: Information isn't always well transmitted and so having the paper is a necessary proof.

From the arrangement decision, it **has to be applied without being discussed** and without having to explain the reasons to anyone if you do not want to.

If it's not the case, **you can reach out to us on the CSTE's Instagram or by email.**

SEXIST AND SEXUAL VIOLENCES



Trigger Warning A trigger warning is a warning message put before some content to let people know it can be shocking or triggering strong emotional reactions, especially among people who had traumatic experiences. It enables people to prepare themselves or to choose not to expose themselves to that content.

SSV? WHAT'S THAT?

SEXIST
SEXUAL
VIOLENCES

A **sexist violence** is defined as any excessive, hurting or vulgar words or behaviour or incitement to hatred, violence or gender discriminations. Sexist violences have to be considered as words or behaviours often portrayed as humour, which are hurtful and stigmatizing in reality, and can also deeply affect the targeted people. It includes sexist insults, sexist behaviours in workplaces, cybersexism...

The acronym also exists as **HSSV** to add all harassment forms.

Sexual violence is described as any form of action with a sexual nature done without consent. It includes sexual harassment, sexual assaults, rape.

Consent corresponds to a free, explicit, informed, enthusiastic and specific agreement that is given and can be taken back at any time, without needing to be justified. More info on **consentement.info**

THE PATRIARCHY SYSTEM, WHAT'S THAT ?

NO, IS NO

The **difference between men and women** in our society is above all a **social construct**, based on expected behaviors (differentiated behavior by gender). Thus, the term 'gender' is used to explain that this difference is social and not biological.

In **gendered social relations, which are hierarchical, men are dominant**. This is what the concept of patriarchy aims to denounce. We can also talk about a system of patriarchal domination, male domination or systemic oppression of women. The SSV are both consequences of this domination, but also a way to maintain this patriarchal system.

THE RED ZONE, WHAT'S THAT ?

RED ZONE



The first three months at university are sometimes called 'Red Zone' due to issues related to gender and sexual violence. Indeed, among **9% of students** who report having been victims of SSV since the beginning of their studies, **half of the assaults** take place during the first year, and **16% during integration events at the start of the year**.

Yet, these integration events organized in institutions play an essential role in the socialization of students. To remember nevertheless that **hazing is prohibited** by law and that **the influence of alcohol or other substances**, ignorance of the laws, social pressure and others do not mitigate the facts. On the contrary, it is an **aggravating circumstance**, and yet **34% of the students** think that the alcoholic state would decrease their responsibility.

The **Safe Teams** are designated groups of people who must remain sober, reachable and alert, ready to intervene at any time to manage any problem of VSS, discrimination or risky consumption. They must be identifiable beforehand and during the evening, must be clearly presented and their contacts communicated and accessible. They can also accompany the people back home.

MENSTRUAL LEAVE: VICTORY!

Students in work-study programs or continuing education, subject to labour law, are subject to the goodwill of the company from which they come.

After a long battle for equality, we managed to bring the **menstrual leave for all menstruated people at university** in CFVU. There will be **20 justified half-days of valid absences** without medical evidence, excluding scheduled examinations and checks.

This leave is a right that cannot be denied to you under these conditions.



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The **menstrual leave has been voted**. If its conditions are met, the absences are justified. **In case of non-compliance with this right, contact us on the CSTE's Instagram account or by email.**



FIGHT AGAINST HSSV



REACTING AGAINST SSV AND HARASSMENT

INTERNAL HELPLINES

If you are a **victim or witness of sexist, sexual violence and/or harassment (HSSV) or discrimination related to your studies**, you can make an internal report at the UHA, accompanied by a form with the dedicated listening unit: **signalement.violences@uha.fr**

Listening and support are done in a **confidential manner and without judgment**.

EXTERNAL HELPLINES

There are also **external listening cells: APPUIS (Mulhouse) and ESPOIR (Colmar)**. They are partners of the university and the CROUS, who undertake to acknowledge receipt of the request within 48 hours by offering a telephone or in-person meeting.

For the UHA:

accueil.dava@association-appuis.fr/ 03.89.56.28.88

For the CROUS:

service.victimises@association-appuis.fr/ 03.89.56.28.88

service judiciaire@association-espoir.org / 03.89.20.53.03



The **partnership between APPUIS, ESPOIR and the CROUS** responds and redirects in case of confusion among these three structures without altering the freedom of action and speech of each of the structures.

The university will not be informed of the seizure and no information may be transmitted without the consent of the person concerned, in addition to the cases specifically provided for by law to the competent authorities.

You can also contact the **equality and diversity students** on your campus for guidance. The reports can concern **events** that occurred **outside of university**, for example during a student evening.

A report **does not trigger any legal proceedings**.

Reports are managed at the university or APPUIS level.

The **equality diversity mission** can accompany you if you want to file a complaint.

The **equality diversity mission** is composed of students, staff and teachers and aims to raise awareness and prevent VSSH and discrimination through the organization of different actions and/or different events.

OTHER ASSOCIATIONS

CIDFF

Listening and psychological and legal support

on the SSV in complete confidentiality

contact@cidff68.fr, 03 89 60 45 43

11 Avenue de Rome, 68000 Colmar

9A, rue Schlumberger, 68200 Mulhouse

Planning familial

Free anonymous and confidential listening on

contraception, sexuality, abortion and violence

Information and listening center of Mulhouse

planningfamilial68@gmail.com, 03 89 42 42 12

20 avenue Kennedy, 68200 Mulhouse

Solidarité femmes

Addressing violence against women

assoc@solidaritefemme68.fr, 03.89.70.02.21

83 rue Koechlin, 68200 Mulhouse

5A rue de Zurich, 68000 Colmar

Nous Toutes 68

Feminist association

@noustoutes68

noustoutes68@gmail.com

RACISM IN THE UNIVERSITY

RACISM

Racism is a **social structure** (hierarchical system) in which racial ideas are used to perpetuate the domination (including colonialism) of an often majority group over minority groups. It materializes in systematic hostility towards people associated with these minorities and in racist statements, acts and stereotypes.

In this regard, anti-white racism does not exist, since **racism is systemic** in nature, that is to say repeated racist acts or behaviors, organized and/or institutionalized, which reflect a logic of **structural discrimination** (discrimination in hiring, housing, police violence ...).

The racial charge, conceptualized by Maboula Soumahoro, is **having to fully plan one's life in the face of racism** because of cumulative racial trauma.

WHY ARE WE TALKING ABOUT RACIALIZED PEOPLE?

here is no race in the biological sense, they are a **social construction** that involves social realities (discrimination, hierarchy). That way, talking about racialized people is talking about the process by which our society racializes people based on **their physical (appearance), cultural or religious criteria**.

Thus, to speak of 'white' or 'white people' is in no way discriminatory: even though whiteness is raised to a standard that one would not need to name, saying it is wanting to get out of a system where the standard is necessarily white.

24% of discriminated students consider their discriminations to be linked to their origins

TYPES OF RACISM

Racism as it has taken shape in recent decades, beyond pseudo-biological characteristics, is based on **cultural characteristics**: it is this dimension that is **structuring in Islamophobia and Anti-semitism**. We call upon two concepts:

Conspiratorial racism: form of racism that tends to assign cultural and religious affiliations to a desire for conspiracy against white and Catholic France (theory of great replacement).

Dual allegiance: targets holders of dual nationality from formerly colonized countries. It is doubting their loyalty to France for the benefit of their other country. They would serve the interests of an 'other', as if these two ties were mutually exclusive.

ISLAMOPHOBIA

Different forms of racism can also sometimes go through dog whistles: terms used to disguise a racist statement. For example, using the word 'tree' to designate an Arab person, or 'celestial dragon', from One Piece, to talk about Jewish people.

It has the distinction of being a **gendered racism**. If men (perceived as) Muslims are largely targeted and dehumanized, Islamophobia assumes a large part of misogyny in the desire to control women's bodies (veil, abaya,...). Thus, veiled women suffer a double penalty of systemic violence, notably through restrictive laws on their access to public space or discrimination and violence. Islamophobia is increasingly based on old racist characteristics: racialization of religious identity, apology for crimes against humanity, ...

ANTI-SEMITISM

Excluding exceptions, religious signs, in accordance with public space, cannot be refused at university, the same in sports if they are suitable for practice.

It is based on **the racialization of Jewish religious identity**, leading to the essentialization of Jewish people, to the spread of the myth of double-allegiance or the enemy from within and often results in the apology of crimes against humanity, negationism (negation of the existence of the Holocaust), but also discrimination, violence against Jewish people or perceived as such.



These explanations are not exhaustive, there are of course **other important racisms**, some of which are too often forgotten: **negrophobic, anti-gypsy, anti-Asian, xenophobia...**

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If you are a witness or victim of discrimination, you can report it to **signalement.violences@uha.fr**



LGBT+PHOBIAS



LGBT'EXPLAIN

The LGBT+ community

It includes all people who do not meet the standards of gender identity and/ or sexual orientation (heterosexual, cisgender) of society.

Gender expression is the way a person openly expresses their gender. This may include their behaviors and appearance, such as their clothing choices, hairstyle, wearing makeup, body language, voice ... Moreover, gender expression often includes the choice of a preferred name and pronoun to define oneself.

It does not necessarily corresponds to one's gender identity.

The "umbrella" terms (transgender, aroace...) cover different more precise denominations, in order to have broader terms.

Cisgender : person whose gender identity does correspond to the sex assigned at birth.

Transgender : person whose gender identity does not correspond to the sex assigned at birth.

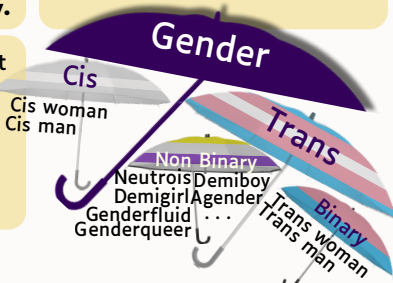
Sexual orientation

It refers to the romantic and sexual preferences of people. This one goes through attraction based on gender and/or sex, and by the type of attraction (sexual or romantic)...

Gender identity

It refers to the **inner, personal and deep perception that a person has of themselves**. It is the feeling of being a woman, a man, both, neither or at another point in the gender spectrum.

It may or may not correspond to the gender associated with the sex assigned at birth.



LES LGBT+PHOBIAS

LGBTphobia refers to fear, distrust, contempt, disgust, rejection and/or hatred towards people because of their sexual orientation and/or their real or supposed gender identity.

In 2025, in the school environment as well as in higher education, LGBTphobias are present. **40% of the students witness LGBTphobes words during their studies.** There are as many students guilty of LGBTphobias as teachers and staff.

USE OF A PREFERRED NAME IN THE UNIVERSITY

At the UHA, it is possible **to have one's first name changed**. Thus, the student card, registration lists and university email will use the chosen first name. On the other hand, it will not be used on school certificates, transcripts, diplomas and certificates of achievement. For this, simply **fill out the form available on uha.fr** in the "Admissions, registrations and schooling" tab and send it by email to **scolarité@uha.fr**.

WHAT ASSOCIATIONS IN THE HAUT-RHIN ?

Are you a witness or victim of discrimination related to sexual orientation and/or gender identity? Do you have questions, doubts, need support? Who to turn to?

Colm'arc en ciel

Fight against the isolation of LGBT+ people, and for the defense of their rights
colmarcenciel@gmail.com
Colmar



@pridemulhouse

Organization of the Mulhouse Pride, can also provide support
pride@cste68.fr
Mulhouse

If you are a witness or victim of discrimination, you can report it to **signalement.violences@uha.fr**

FOR MORE INFORMATION

SCAN THE QR CODE

- JOIN THE CSTE (FROM 3€)
- MAPS OF THE COLMAR/MULHOUSE CAMPUS
- MENSTRUAL LEAVE CERTIFICATE
- RDV TAKING WITH SOCIAL WORKER
- SITE TO REQUEST THE MEAL AT 1€
- CROUS&GO ORDER
- AND PLENTY OF USEFUL LINKS UPDATED REGULARLY



LITERATURE :

Intersectionality:

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Validisme:

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- Asal, H. (2014). Islamophobie : la fabrique d'un nouveau concept. État des lieux de la recherche. Sociologie, . 5(1), 13-29.
- Mayer, N. (2022). IV. Permanence et mutations des préjugés antisémites en France. Dans J. Allouche-Benayoun, C. Attias-Donfut, G. Jikeli et P. Zawadzki L'antisémitisme contemporain en France : Rémanences ou émergences ? 95-116

Lgbt+phobias:

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- Elchacar, M. et Luna Salita, A. (2018). Les appellations des identités de genre non traditionnelles. Une approche lexicologique. Langage et société, 139-65.
- Alessandrin, A. (2016). La transphobie en France : insuffisance du droit et expériences de discrimination. Cahiers du Genre, 60(1), 193-212.

TO NOT MISS ANY IMPORTANT INFORMATION, CLASSES, EXAMS, STUDENT LIFE:

FOLLOW US ON OUR SOCIAL NETWORKS!

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