	•		
Tr	ne violence mo	et	ter
ENJOY Your environment is safe when	You are treated with goodwill and kindness		
	Your ideas and decisions are respected		
	You can share ideas and are being listened to respectfully	2	
	People believe that you can have an academic career	ω.	
	You are getting constructive feedback enabling your progress	4	
	You are allowed to develop your skills and your selftrust	ω.	
	You are supported in your career decisions		
	You can maintain a good balance between professional and private life	6	
IT'S NOT NORMAL, TALK ABOUT I There is violence when	People are claiming that there is no sexism in academia	7	
	People hints that your private life might hinder your career	∞ .	
	You are only given tasks allegidly feminine	9.	
	Your skills are underestimated	10	
	You are treated in a patronizing way		
	Your ideas are invisibilized	11	
	You are not being involved in strategic projects	12	
	Your skills are belittled in public	13	
	Harassing behaviors are normalized	14	
ABOU	Your apparence is often mentioned	15	
лп	You occasionaly receive openly sexist remarks		
	You are being referred to with terms inapropriate in the professional context	16	
	You are being isolated	17	
	You are being asked questions about your private and intimate life	18	
	Rumors referring to your sexuality are being spread	19	
PROTECT YOURSELF, ASK FOR HELP You are in danger when	Sexists jokes are made all around the day	20	
	You are being told stories with sexual innuendos	21	
	You receive demeaning comments with sexual connotations in public		
	You are exposed to material with sexual connotations	22	
	You receive threats of repercussions if you denounce violent behaviours against yourself or a colleague	23	
	You receive innapropriate proposals despite your refusal	24	
	You are offered some advantages in exchange of sexual favours	25	
	You suffer repercussions after refusing sexual advances	26	

