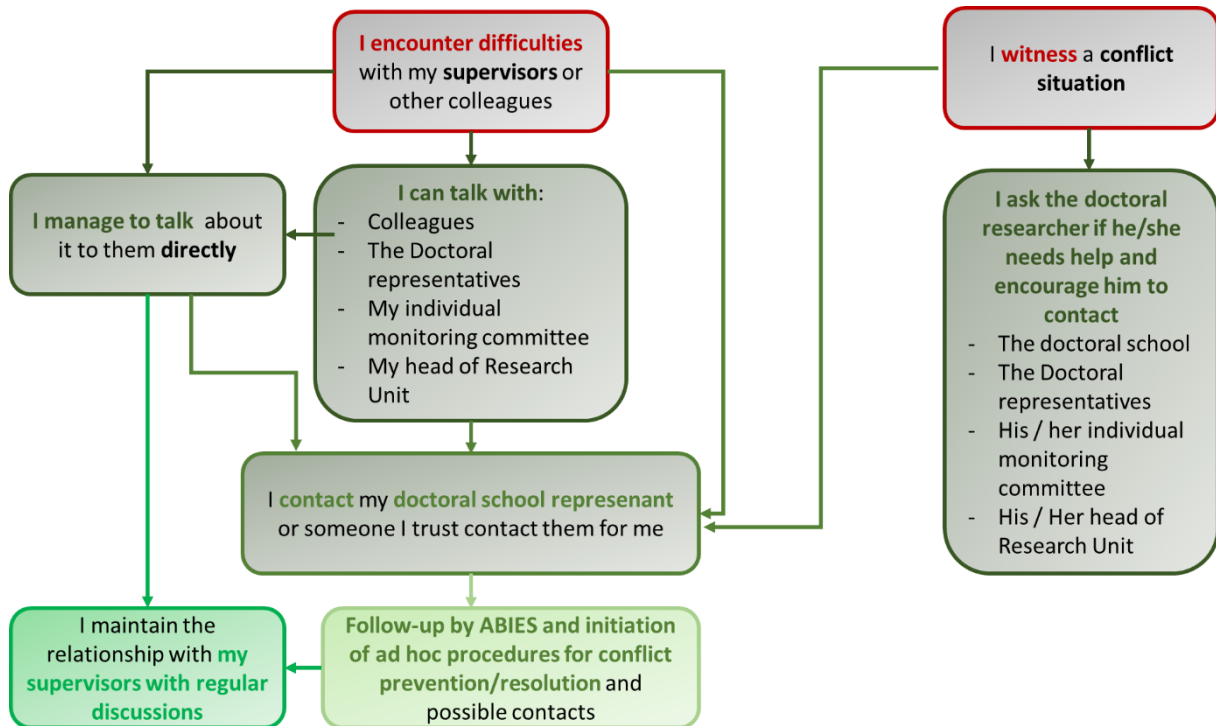


\*\*\*\*\* English version \*\*\*\*\*



### ABIES memo sheet on relational difficulties between doctoral students and their supervisors

The PhD is not a smooth ride, and difficulties can happen in the relationship between the doctoral candidate and his/her supervisors. While **dialogue including the clear stating of the issues between the doctoral student and his/her supervisor remains the first solution**, implication of a third party may be necessary. **The role of the doctoral school is to detect as early as possible and deal with tensions that could degenerate into conflict.** The doctoral school also seeks **to prevent any form of discrimination, moral or sexual harassment or sexist behaviour.** The management of the doctoral school has many years of experience in managing delicate situations and is attentive to the needs of both doctoral students and their supervisors.

There are several ways for doctoral students to express their concerns. **Direct contact with your unit's correspondent person within the ABIES direction is recommended**, without necessarily waiting for the annual post-committee interview. In addition to the doctoral school and the institution in which you are registered, you can also contact your host unit, in particular **the unit director. Up to you**, you can also rely on **your elected representatives at the doctoral school council**, take advantage of confidential exchanges with **external members** during the **individual monitoring committee** or contact the **ABIES referent** in this committee directly. **Talking about your difficulties with people you trust** is often the first step in becoming aware of unacceptable situations or, on the contrary, in playing them down. Several questionnaires are available (see below, most of them in French) to help you to assess your situation. Also, if you are aware of conflictual situations involving other PhD students, do not hesitate to alert us to these situations or to encourage your fellow students to contact us.

The procedure for dealing with conflict situations depends on the institution where you are registered and on the specific situation. At least at the beginning of the process, the doctoral school direction will investigate the situation and support and guide you through any procedures that may be required. This is why it is important that you report any problems to us as soon as possible.

**All messages and discussions are treated confidentially and the rest of the procedure takes individual requests into account.**

In addition to the assistance provided by the doctoral school, other individualised support is available. The head of ABIES doctoral school can direct you to the appropriate players, including the preventive medicine service (doctor, nurse and psychologist). In addition, training courses offered by the ABIES ED and by the institutions (INRAE, Université Paris Saclay, URCA, CNRS, etc.) can be taken to help you deal with these situations (detection of sexual and sexist violence, stress management, individual management, etc.).

For questions relating to ethics and scientific integrity, you can contact the Scientific Integrity Officer (RIS). There is usually one RIS per enrolment establishment. If you do not have their contact details, please ask your contact at ABIES.

Some resources:

**UPSaclay** on the fight against sexual and gender-based violence:

<https://www.universite-paris-saclay.fr/en/about/fighting-sexual-and-gender-based-violence>

Conflict resolution procedure at the University of Paris-Saclay: [https://www.universite-paris-saclay.fr/sites/default/files/media/2021-04/procedure\\_de\\_resolution\\_des\\_conflits\\_0.pdf](https://www.universite-paris-saclay.fr/sites/default/files/media/2021-04/procedure_de_resolution_des_conflits_0.pdf)

**AgroParisTech** Schemes for students, open to doctoral students:

<https://intra.agroparistech.fr/spip.php?rubrique283>

**ENVA**: reports can be addressed to the institution's monitoring and support unit, in complete confidence, by email to [celluledeveille@vet-alfort.fr](mailto:celluledeveille@vet-alfort.fr).

**URCA**: An online tool for any signalment <https://signalement.univ-reims.fr/>

Volunteers from the Nightline association can also offer their online listening service dedicated for students (<https://www.nightline.fr/>).

Questionnaires can help you to assess your work environment (in French).

<https://www.unige.ch/fapse/grire/violentom%C3%A8tre/violentom%C3%A8trescientifique>

<https://sites.google.com/view/collectifecume/home/nos-productions/le-violentom%C3%A8tre-du-doctorat>