

## **Synopsis of Regulations for the Prevention of Sexual Harassment at the Technion**

**This document is only a synopsis; the binding text is the complete Hebrew text of the Regulations for the Prevention of Sexual Harassment at the Technion**

**These regulations relate equally to men and women; for the sake of convenience, the masculine and feminine genders are used interchangeably**

- The Technion has undertaken, as a goal of paramount importance, to ensure an environment of respect for those studying and working in it that is free from sexual harassment and mistreatment. Acts of sexual harassment and mistreatment violate human dignity, freedom and privacy and gender equality, and they are **prohibited by law**. They also constitute a **serious disciplinary offense**.
- The Regulations for the Prevention of Sexual Harassment at the Technion set out and clarify the Technion's actions to prevent sexual harassment and mistreatment, including consulting and instruction activities, as well as the procedure for handling complaints that are submitted. These regulations are intended to add to, and not detract from, the provisions of the Law and the Regulations.
- **To whom do these regulations apply?** The provisions of these regulations apply to any act of sexual harassment or mistreatment committed by a Technion person against another Technion person as well as any act of sexual harassment or mistreatment committed by a Technion person against a passerby, if they occurred within the area of the Technion or within the framework of its activity.
- **What is sexual harassment?** Each of the following actions:
  - Extorting a person to perform an act of a sexual nature.
  - Indecent act – an act performed for sexual arousal, satisfaction or humiliation
  - Repeated propositions of a sexual nature, when the person at whom they are directed has indicated to the harasser that he is not interested in those propositions; where relations of authority or subordination exist – repeated propositions of the above nature, even if no disinterest or objection has been expressed.
  - Repeated references to the sexuality of a person, when the person to whom they are addressed has indicated to the harasser that he is not interested in those references; where relations of authority or subordination exist – repeated references of the above nature, even if no disinterest or objection has been expressed.
  - A humiliating or degrading reference to the gender, sexuality or sexual orientation of a person.
  - Publication in bad faith of a photograph, film or recording of a person, focusing on his sexuality, in circumstances where the publication is liable to debase him and he did not give his consent to it.
- **What does not constitute harassment?** Courtship performed voluntarily, in good will, out of mutual respect and with mutual consent, does not constitute sexual harassment.
- **What is mistreatment?** Mistreatment is also an injury inflicted on a staff member, an employee, a candidate or a student by an employer or a superior, where the source of the injury is any of the following:
  - Sexual harassment.
  - Any report, complaint, testimony or claim relating to sexual harassment or mistreatment.

- Assistance given by one employee to another in connection with any application, complaint or claim relating to sexual harassment or mistreatment.
- **Ways of dealing with sexual harassment or mistreatment:** A victim who feels he was subjected to sexual harassment or mistreatment may act in **any or all** of the following three channels, at his choice:
  - **Disciplinary proceeding:** He may apply to one of the sexual harassment commissioners or coordinators at the Technion. The application can be made personally or through another, orally or in writing.
  - **Criminal proceeding:** He may file a complaint with the police.
  - **Civil proceeding:** He may file a civil complaint.
- **Sexual harassment commissioners:** At the Technion there are two sexual harassment commissioners with the duty of receiving complaints and applications regarding sexual harassment or mistreatment, clarifying them in accordance with the procedure set out in the regulations and recommending to the competent authorities at the Technion temporary or permanent actions which are necessary in their opinion for dealing with the case. The coordinating commissioner also deals with instruction and consulting activities for the prevention of sexual harassment.
- **Sexual harassment coordinators:** Alongside the commissioners the Technion employs several sexual harassment coordinators with the duty of **servicing as a readily available address for receiving applications as well as assisting in instruction and prevention activities**. The coordinators are not authorized to deal with applications **and they forward each application**, according to the applicant's choice, **for handling by one of the commissioners..**
- **Handling of an application, and obligation to assist the commissioners in the clarification process:** The commissioners will see to it that a discreet and thorough clarification process is conducted while maintaining the rights of all the persons involved. A Technion person who suspects that another has been subjected to sexual harassment or mistreatment may not deal with the matter on his own but must report it to one of the commissioners or coordinators, as quickly as possible in the circumstances of the case. Any Technion person must cooperate fully with the commissioners and assist them as far as possible in the performance of their duties. Failure to cooperate with a commissioner as well as failure to provide information or the provision of false information constitutes a disciplinary offense, unless it was done in accordance with the law.
- **Conclusion of the handling of an application:** Following the clarification, the commissioner handling the application will decide on the steps that should be taken, in her opinion, based on the results of the clarification: closing of the case, recommendation to put the accused on disciplinary trial, recommendation to separate the parties, or any other appropriate step in the circumstances of the case, according to the commissioner's discretion.
- **Confidentiality:** The commissioners and any Technion person who is exposed to the handling of an application are obligated to keep confidential any information relating to the application, except where it is obligatory by law to provide the information or the information is being provided to the commissioners for the purpose of dealing with the application.

- **How to apply, and to whom:** Any Technion person, i.e. students in any Technion program (including students in preparatory programs and students on vacation), members of the academic staff (senior or junior, including visiting academics), members of research teams, administrative personnel (temporary or permanent, including personnel under consultant contracts and service providers of all kinds) – any of the above who has been subjected to sexual harassment or mistreatment, or who suspects that another has been subjected to sexual harassment or mistreatment, is invited and requested to report this in writing (by email) or orally (by telephone and in a face-to-face meeting) to a commissioner or coordinator chosen by the reporting person from the following list. The commissioners and coordinators have undertaken to keep in confidence the identity of the reporting persons and the complainants, according to their wish and in accordance with the law.

**Coordinating commissioner** (prevention of harassment, advice and handling of complaints)

**Prof. Naomi Carmon** Tel. 04-8294075 [carmon@technion.ac.il](mailto:carmon@technion.ac.il)

**Commissioner** (advice and handling of complaints)

**Dalia Peled** Tel. 04-8294112 [pdalia@dp.technion.ac.il](mailto:pdalia@dp.technion.ac.il)

**Sexual harassment coordinators**

Administrative staff	<b>Galit Bagno</b>	Tel. 04-8292784	<a href="mailto:galitb@dp.technion.ac.il">galitb@dp.technion.ac.il</a>
Student union	<b>Malka Rosenfeld</b>	Tel. 04-8292634	<a href="mailto:secyor@asat.org.il">secyor@asat.org.il</a>
Technion R&D Foundation	<b>Pnina Aloni</b>	Tel. 04-8293726	<a href="mailto:apnina@trdf.technion.ac.il">apnina@trdf.technion.ac.il</a>
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Sarona campus, Tel Aviv	<b>Rotem Buaron</b>	Tel. 03-6966662, #6	<a href="mailto:rotem@technion.ac.il">rotem@technion.ac.il</a>
Contractor's workers	<b>Dafna Hershko</b>	Tel. 04-8292596	<a href="mailto:dafnah@dp.technion.ac.il">dafnah@dp.technion.ac.il</a>