Prevention of Sexual Harassment in the Hebrew U.

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Commissioners, prevention of sexual harassment

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At the top priority of the University:

- Prevention of sexual harassment and formation of safe and protected environment.
- Zero tolerance to sexual harassment!

Regulations for prevention of sexual harassment can be found in University web-site or contacting the commissioners for prevention of sexual harassment or the students association.

Offices of the legal adviser and the commissioners for prevention of sexual harassment
The **law** for prevention of sexual harassment

**Goal**: to prevent from a person to force himself on someone who is not interested and especially by abusing position of power.

**The harasser and harassed may be a man or a woman**

**Offices of the legal adviser and the commissioners for prevention of sexual harassment**
What is sexual harassment?

Various phenomena: starting from real attack, but also hurting and humiliating behaviors on sexual background

- Coercing a person to perform an act of a sexual nature.
- An indecent act (for sexual arousal, satisfaction, humiliation).
- Repeated propositions of a sexual nature, despite the fact that the person to whom the propositions are addressed has indicated that he is not interested in them.
- Repeated references to a person’s sexuality, even though the person to whom the references are addressed has indicated that he is not interested.
- Humiliating or disparaging reference to a person’s gender or sexual tendencies, whether or not the other person has indicated his discomfort with this.
- Publicizing a photograph, a video clip or recording of a person that focusses on his sexuality, in circumstances in which the publication might humiliate or debase the person, without his consent to the publication.

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Is this sexual harassment?

**Examples:**

- A neighbor in the dorm hugged me. It was unpleasant and I asked him to stop, but he continued.
- A student told dirty jokes in class and didn’t stop after I asked him to.
- A friend posted my photo’s in underwear on her site without my permission.
- A student asked me out and I refused, and he continues to ask even though I refuse every time.

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What is sexual harassment?

Abuse of position of authority:

It is not necessary to indicate lack of consent in the following cases:

• Abuse of authority at work.
• Abuse of authority and relationships of dependency in education, treating a minor, a helpless person or a patient

[Example: The lecturer is giving me special attention, coming near and telling me intimate things...]

Abuse of authority by academic or administrative personnel is particularly severe

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I was sexually harassed in the University - what do I do?

**Options (each/all):**

1. Submit a complaint to the **University**’s commissioner (or deputies)

2. Submit a complaint to the **Police**

3. Submit a civil suit to the Labor **Court**

Information appears on stickers in bathrooms

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What happens if I submit a formal complaint to the University’s commissioner?

- The commissioner or deputies **investigate** the complaint
- The commissioner delivers written **recommendation** to the complainant, the defendant and to the authorized University representative (Dean of students)
- The harmed complainant can receive psychological and academic **support** from the University
- The commissioner can **prevent any contact** between the complainant and the accused.

**Anonymous complaint?** Possible, but limits the actions. The commissioner can present the accused with a warning.

*It is important to complain to stop the phenomenon!*
How long is the University’s process?

It takes time:

- **Investigation** by the commissioner takes about 1-2 weeks
- **Mediation**, if applicable, is fast.
- **The commissioner has authorities** for steps to enable continues function of the complainant without harassment by the accused.
- **The prosecution and process in disciplinary court** is long, up to several months.

**Disciplinary committee (court):**
- Prosecutor (external or internal)
- Special court for matters of sexual harassment.
- The university against the accused.
- Can rule compensation.

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Afraid of retaliation?

- Intimidation (or retaliation) is causing harm in any form to the 
  **harassed, a witness** or a **third party** who took a stand in favor of 
  a harassed person.
- Intimidation is a **severe criminal offence**.
- The Commissioner is authorized to take **interim measures for protection** of the harassed or others involved.

What help will I receive from the university?

The harassed person can obtain:
- Personal and academic support
- Support from trained personnel.
- Professional psychological service, when needed.
We are here for you-

Campus Safra:
- Orna Bar, ornab@savion.huji.ac.il
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University commisioners:
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The Association of Rape Crisis Centers in Israel
1202 (24 hours)

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