Prohibition of intimate relations

in the context of an authority relationship

(The agreement below detracts nothing from the existing guidelines and regulations regarding **sexual harassment**)

1. Tel Aviv University regards intimate relations between individuals who are in an authority relationship with one another as behavior that is both personally and professionally injurious to the weaker party in the authority relationship, and also detrimental to the study and work environment on campus. This is due to the understanding that the intimate relations are not truly consensual, and in any case influence the gender inequality on campus, and may lead to exploitation and discrimination.
2. Intimate relations, including consensual sexual intercourse, whether transient or ongoing, between teacher and student, while an academic authority and subordination relationship exists between them, is usually an abuse of the authority relationship, and may also generate a conflict of interests that threatens the educational and training process, creating an improper learning and community atmosphere. Therefore, a teacher **may not** conduct intimate relations with a student, as long as a relationship of academic authority exists between them.

The party who holds the authority is responsible for preventing intimate relations. When such relations do take place, the party who holds the authority will be subject to inquiry procedures and/or a disciplinary hearing.

1. If such intimate relations have been formed, the teacher must immediately discontinue any authority relationship he/she may have with the student, and/or directly inform his/her academic superior of the existence of intimate relations between him/herself and the student, so that the superior may take the necessary steps to terminate the authority relationship between them – by finding an alternative course for either the student of the teacher, replacing the supervisor of a research paper, asking another teacher to check the student's exam or paper, or any other way that will terminate the authority relationship. While this is done, every precaution will be taken so as not to obstruct student in any respect, including the pace of training, academic promotion, entitlement to scholarships, recommendations for scholarships, grades, professional opportunities, etc.
2. To remove any doubt, if an authority relationship appears likely to form **after** intimate relations have taken place, the teacher must **avoid** any such authority relationship. Thus, for example, a lecturer must disqualify him/herself from sitting on a committee that discusses any academic affairs of the student with which he/she is conducting intimate relations, or conducted such relations in the past, disqualify him/herself from giving grades to this student, etc.
3. 'Academic Authority Relationships' include (but are not limited to) the following situations: direct instruction (the student participates in a course/exercise/lab taught by the teacher or conducts research under the teacher's supervision); awarding scholarships or other benefits; membership in committees of the unit, faculty or university that discuss the student's affairs; and taking part in any activity involving decisions about the student. In addition, without excluding any other types of authority relationships not mentioned above or below in this document – the head of a department or unit, a member of an academic committee, the head of a program etc. are forbidden to have any kind of intimate relations with any student who is expected to be under his/her academic authority at some stage in the future.
4. The university's organizational structure and the dominance hierarchy on campus are not limited to direct authority relations. Every faculty member, due to his/her status, experience, professional reputation and relations with colleagues, has influence and authority over students and faculty members of lower rank. Therefore, all members of the senior/junior faculty and administrative staff are required to avoid any abuse of their own authority and influence, particularly with a sexual background, and to protect the culture of work and study on campus. Any suspicion regarding exploitation or discrimination on a sexual background, will lead to an inquiry against the party who holds the authority, in accordance with the Regulations for the Prevention of Sexual Harassment.
5. The obligation to report: any faculty member who has been presented with a complaint by a student or another faculty member regarding a violation of the guidelines specified above **is required to launch the process of reporting to higher authorities.** The faculty member must report to his/her superior or to the Dean of the Faculty, or to the Commissioner for Complaints on Sexual Harassment.

It is hereby clarified that this clause in no way detracts from any student's or faculty member's basic right to report the existence of such relations to any other faculty member or to the Commissioner.

1. Academic and executive-organizational authority relationships among senior and junior faculty members and among members of the administrative staff, as well as between members of the academic and administrative staffs, and between them and the students, **are considered authority relationships in every respect, and thus all guidelines specified below and above apply to them.**

Therefore, all principles included in this document will apply, with any required modifications, to authority relationships involving members of the academic staff, members of the administrative staff and students (within and between these groups, wherever authority relationships exist).

1. Whenever there's sufficient reason for concern, that keeping these guidelines may be injurious to a subordinate who is under the authority of a superior party, the case will be brought before the Commissioner for Complaints on Sexual Harassment, for her to direct and make the ultimate decisions.

**Any violation of the guidelines in this document is a disciplinary offence.**