

November 2016

Greetings to the entire TAU community,

Students, members of the senior and junior academic staff, members of the administration,

I'd like to wish each and every one of us a successful and enjoyable year in which Tel Aviv University continues to offer a dignified and secure study environment. My wish for myself and for us all—in my capacity as Coordinating Commissioner for complaints of sexual harassment—is that I will be unemployed in terms of handling complaints.

In order for this to occur, the University does its utmost to eradicate prohibited phenomena that appear in the Prevention of Sexual Harassment Law. In this respect, I wish to draw your attention to rules pertaining to this area. Full details may be found in the Procedure for the Prevention of Sexual Harassment at Tel Aviv University. The main points of the Procedure appear in posters that have been put up across the campus, an example of which appears at the end of this letter.

In brief:

- **Sexual harassment:** Sexual harassment, as described by the six behaviors listed in the poster, is prohibited.
- **Relations based on abuse of authority:** Intimate relations based on the abuse of authority are prohibited. The rules are clear regarding intimate relations based on authority (including between staff members and students) and they appear as Addendum B to the Code for the System of Internal Investigation and Judgment in Matters Pertaining to the TAU Academic Staff (5748) (Provision No. 11-016). In all cases of doubt/questions in the matter, contact the Commission.
- **Annoyance:** consists of any type of injury originating from sexual harassment or detailed in a complaint or claim lodged with the Commissioner.
- **Reporting:** For all complaints or reports of suspected sexual harassment or other harassment at the University, contact one of the two sexual harassment prevention commissioners (at the choice of the filer of the complaint).

Additional details and links to the Codes in English and Arabic can be found on the [Safe Campus](#) page of the University's website.

Presented below is a summary of cases handled by the Commission in the 2015-16 academic year:

- In all we handled 14 cases consisting of: Five complaints of students against lecturers/instructors, two between students, three between administration staff, two appeals of students against an administrative employee, one between members of the academic staff, and one pertaining to pornographic photos.
- In addition, the Disciplinary Committee published a ruling in 2016 pertaining to a case from 2014 in which a master's degree student filed a complaint against a member of the academic staff. The staff member was accused of sexual harassment and inappropriate conduct. The punishment consisted of (A) a reprimand (recorded in his personal file); (B) conditional suspension (without pay) for a period of six months; (C) prevention from serving in an administrative-academic position at the University for a five-year period.
The verdict and sentence can be found on the [Safe Campus](#) page of the University's website.

The University maintains a zero-tolerance policy regarding sexual harassment. The cooperation of each one of you is important for us in order to achieve a safe campus that is free of sexual harassment.

Wishing you all a productive year of studies,

Prof. Tamar Brosh

Sexual Harassment Prevention Commissioner



Bothering you?

It bothers us!

State laws and University procedures are clear regarding **sexual harassment and annoyance as well as having intimate relations based on abuse of authority**. The procedures are aimed at ensuring that Tel Aviv University serves as a respectable workplace and study environment that is free of sexual harassment or annoyance due to sexual harassment.

Sexual harassment consists of one of the following behaviors, explained briefly below (based on the Sexual Harassment Prevention Law, 5758-1998)

Sexual harassment:

- Extortion to perform an act of a sexual nature
- Indecent acts
- Repeated offers of a sexual nature directed at a person who has shown the harasser that she/he is not interested in such offers
- **When relations between the sides involve a position of**
- Disgracing or humiliating references directed at a person in relation to her/his gender or sexuality including sexual orientation
- Publicizing a photo, film or recording of a person focusing on her/his sexuality—under circumstances that are liable to humiliate or disgrace that person, who has not given her/his

authority – there is no need to demonstrate non-consent.

- Repeated references directed at a person that focus on her/his sexuality, when that person has demonstrated to the harasser that she/he is not interested in such references. **When relations between the sides involves a position of authority – there is no need to demonstrate non-consent.**

consent to such an action

The above references/treatment can be in writing, delivered verbally, visually or orally through media such as computers, mobile phones and so forth.

Annoyance:

An injury of any type originating from sexual harassment or a filed complaint of sexual harassment.

Any staff member to whom a complaint has been brought by a student or other staff member concerning violation of the above provisions **is obliged to initiate the reporting process to higher echelons.** In such a case the staff member must report the complaint to his superior authority and/or the dean of the faculty and/or the Commissioner for Sexual Harassment Complaints.

→ If there's any doubt – then there's no doubt about it! Contact us. Each appeal will be checked and handled swiftly, professionally and thoroughly.

Anyone who has been sexually harassed by a fellow student, member of the senior/junior academic or administrative staff is invited to contact the Sexual Harassment Prevention Commissioner:

Prof. Tamar Brosh

Tel: 03-6407875 | email:
tbrosh@post.tau.ac.il

Ms. Luiza Narkis

Tel: 03-6405479 | email:
Luiza@tauex.tau.ac.il

The Sexual Harassment Law, the Procedure for the Prevention of Sexual Harassment, and the Procedure for the Prohibition of Intimate Relations due to Abuse of Authority can be found on the University's website at <https://for-women.tau.ac.il/safe-campus/main>