



Regulations for Prevention of Sexual Harassment

The Ashkelon Academic College hereby presents for the attention of all visitors to the institution the Regulations for Prevention of Sexual Harassment which has been written pursuant to the Law for Prevention of Sexual Harassment, 1998.

THE OBJECTIVE OF THE LAW:

“The objective of this law is to prohibit sexual harassment in order to protect the honour of individuals, their freedom and their privacy, and to promote equality between the sexes”.

(Law for Prevention of Sexual Harassment – 1998)

Prohibited Conduct Pursuant to Law

▶ Sexual Harassment is:

1. Extortion by threats when the act is one that an individual is demanded to do something of a sexual nature.
2. An indecent act: an act for the purpose of sexual stimulation, satisfaction or humiliation or an indecent act in public in front of another individual, without his consent.
3. Repetitive proposals of a sexual nature, directed at an individual who has demonstrated to the harasser that he is not interested in the aforementioned proposals. In the case of relationships of authority or power there is no requirement to express lack of interest and/or objection.
4. Repetitive requests directed at an individual, focussing on his sexuality, when that same individual has demonstrated to the harasser that he is not interested in the aforementioned requests. In the case of relationships of authority or power there is no requirement to express lack of interest and/or objection,
5. Humiliating or embarrassing requests directed at an individual in regard to his sex or his sexuality including his sexual tendency.
6. Publication of a photograph, video or recording of an individual, focussing on his sexuality in circumstances in which the publication could humiliate the individual and without him giving consent for the publication.

▶ Assault:

Assaulting an individual against whom a complaint has been made, about the complainant and/or the entities who could intervene in the handling of the complaint. This section is designed to protect the complainant, the witnesses and the person handling a complaint on the issue of sexual harassment.

For assaulting an individual – the sentence is up to 3 years in prison

Duties of the Employer

- ▶ To appoint a supervisor on the issue of sexual harassment in the institution.
- ▶ To determine an effective method for submitting a complaint due to sexual harassment or assault for clarification of the complaint.
- ▶ To handle effectively in the event of sexual harassment or assault so that he will know about them, and to do all that he can in order to prevent obsolescence of the aforementioned acts and to repair the harm caused to the complainant due to the harassment or the assault.
- ▶ An employer who employs more than 25 employees is obligated

to set out regulations in which he presents the principles of the provisions of the Law regarding sexual harassment and assault within the framework of the employment relations and shall detail therein the methods of filing complaints regarding sexual harassment or assault and their handling as determined by the employer. The employer shall publish the regulations between his employees and shall ensure to hang them in area that is prominently visible.

- ▶ To hold informative and training activities for managers and employees.
- ▶ To take reasonable measures to protect the complainant.

Process of Filing a Complaint

The law proposes three options for handling a complaint. You may use some or all of them simultaneously or one after the other:

1. **An internal disciplinary process:** making a complaint to the employer or a supervisor on his behalf with the objective of conducting a clarification and initiation methods of handling that have been determined by the organization.
2. **A civil process:** a civil claim in a labour tribunal against the harasser or the assaulter or the employer who has not complied with his duties pursuant to law. This can be filed within 7 years.
3. **A criminal process:** a complaint to the Police with the objective of opening a criminal investigation.

Clarification of a Complaint in an Internal Disciplinary Process

- ▶ The supervisor shall take action to clarify the complaint with all those involved and the witnesses; he/she shall examine the information and shall inform the complainant regarding the methods of handling in the event of sexual harassment or assault.
- ▶ The supervisor shall take action to clarify the complaint without delay, while protecting as far as possible the honour and privacy of all those involved.
- ▶ The supervisor shall submit to the employer a summary of the details of the complaint and recommendations for continued handling of the matter.
- ▶ The supervisor shall inform the complainant of the method of handling of the matter.
- ▶ When necessary the employer shall take action to distance the defendant during clarification of the complaint.

The Supervisors for Prevention of Sexual Harassment in the Organization

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You can also find the above regulations on the College website @ www.aac.ac.il