

 <p>מכון ויצמן למדע WEIZMANN INSTITUTE OF SCIENCE מדרשת פינברג FEINBERG GRADUATE SCHOOL</p>	Prevention of sexual harassment
	Category: Ethics, conduct and discipline
	Compiled by: Dr. Ami Shalit
	Last updated: November 01, 2019

Prevention of sexual harassment

Table of contents

1. General
2. What is sexual harassment?
3. What is intimidation?
4. The purpose of publication of the Regulations
5. The Commissioner for Sexual Harassment Complaints
6. The authorities of the Commissioner include:
7. Student training
8. FGS duties
9. Contact information
10. Link to the full text of the Regulations

Masculine nouns and pronouns that are used herein refer to both genders equally.

1. Policy

The Weizmann Institute and the FGS seek to ensure a respectful work and study environment, devoid of any sexual harassment or intimidation of a sexual nature ("intimidation"). Sexual harassment and intimidation violate human dignity, freedom, privacy, and equality between the sexes and are prohibited by the Prevention of Sexual Harassment Law, 1988 ("the Law"). They also constitute a serious disciplinary offense.

The Weizmann Institute and the FGS have adopted a policy of zero tolerance towards sexual harassment or intimidation. The Regulations for the Prevention of Sexual Harassment at the Weizmann Institute (the "Regulations") detail and clarify the Institute's activities to prevent sexual harassment or intimidation, and determine the manner of handling of complaints. The Regulations add to the provisions of the Law and to the regulations promulgated thereunder and do not detract from them.

2. Sexual harassment

Sexual harassment is any of the following:

- 2.1. Coercing a person into committing an act of a sexual nature.
- 2.2. An indecent act – an act of sexual arousal, gratification, or humiliation.
- 2.3. A repeated proposition of a sexual nature, addressed to a person who has indicated to the harasser that he/she is not interested in said proposition. When a person in authority or a supervisor is involved, a repeated proposition is considered harassment even if a lack of interest and/or an objection was not expressed.

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- 2.4. Repeated reference to a person's sexuality, when that person has indicated to the harasser that he/she is not interested in said references. When a person in authority or a supervisor is involved, such a reference is considered harassment even if a lack of interest and/or an objection was not expressed.
- 2.5. Humiliating or disparaging reference to person's gender, sexuality, or sexual orientation.
- 2.6. The mala fide publication of a photograph, film, or recording of a person, which focuses on that person's sexuality, in circumstances in which the publication may cause humiliation to that person and no consent was given to the publication.

3. Intimidation

Intimidation is harm caused by an employer or a supervisor, derived from one of the following:

- 3.1. Sexual harassment.
- 3.2. Report, complaint, testimony, or prosecution on the grounds of intimidation and/or sexual harassment.
- 3.3. Assisting another in connection with a petition, complaint, or claim on the grounds of intimidation and/or sexual harassment.

4. The purpose of publication of the Regulations

- 4.1. To bring to the attention of the students and postdocs the Law's main points, and to establish sexual harassment and intimidation in the framework of labor or study relations, or in connection with them as a disciplinary offense.
- 4.2. To determine the ways to file a complaint for sexual harassment or harassment, and how to investigate it. To determine the ways of handling the cases in which the complaint was filed, the correction of the injury or injustice caused to the complainant, the means to be used against the offender, and the ways to prevent the recurrence of similar incidents in the future.

5. The Commissioner for Sexual Harassment Complaints

The Commissioner for Sexual Harassment Complaints (hereinafter "the Commissioner") is appointed by the President of the Weizmann Institute of Science. The Commissioner was expressly instructed by the Institute's management to conduct an immediate, factual, and thorough investigation into every complaint brought before her. The conclusions of the examination are presented to the management of the Institute or the FGS, as the case may be, who are wholly committed to take the appropriate measures in any case of sexual harassment or intimidation, without prejudice. Students or postdocs who are sexually harassed or believe they are sexually harassed are urged not to hesitate, and to appeal without delay to the Commissioner.

6. The authorities of the Commissioner include:

- 6.1. Serving as an address for any matter involving or pertaining to sexual harassment, prevention of sexual harassment, or intimidation at the Institute.
- 6.2. To advise the Institute's and FGS's authorities on matters of prevention and treatment of sexual harassment at the Institute and FGS.

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- 6.3. Provide information, guidance, guidance, and counselling to those turning to her, as well as to those who seek guidance or advice in matters within her area.
- 6.4. To receive complaints and inquiries concerning sexual harassment or intimidation, examine their veracity, and handle them, in accordance with the provisions of the Regulations and at her discretion.
- 6.5. Recommend to the relevant authorities at the Institute and FGS with regards to the necessary steps and/or measures, temporary or permanent, required, in her opinion, to prevent sexual harassment and/or to deal with cases of sexual harassment.
- 6.6. To take any further action needed, in her opinion, to fulfill her role in accordance with the provisions of the Law and the Regulations.

7. Student training

The FGS is required to ensure that every student and postdoc accepted for studies receives instruction with regards to preventing sexual harassment as soon as possible (during the first year of studies).

8. FGS duties

FGS staff is not authorized and may not handle matters related to sexual harassment and/or suspected sexual harassment. If a student, postdoc, faculty member, or administrative staff member approaches an FGS staff member to discuss the issue, to share information about alleged suspicion of an offense in this field, the FGS staff member must:

- 8.1. Interrupt the conversation politely as soon as it begins.
- 8.2. Explain, in empathy, the limitations on FGS staff in dealing with these matters.
- 8.3. Instruct the applicant to contact the Commissioner.
- 8.4. Update the FGS Dean without delay, and then refrain from dealing with the case any further.
- 8.5. Maintain complete confidentiality in all matters relating to this request.

9. Contact information

The FGS requests that any student who is sexually harassed should not hesitate to contact the WIS Commissioner for Sexual Harassment Complaints, Adv. Ilana Eyal, at 08-9343886 or 054-998-8900 or by email: ilana.eyal@weizmann.ac.il

10. Full text of Regulations for the Prevention of Sexual Harassment at the WIS

The link below may be used to access the Institute's Regulations on this subject. In any case of inconsistency, the Institute's Regulations prevail over the FGS's regulations: http://www.weizmann.ac.il/nehelim/he/system/files/procedures/nvhl_lmnyt_htrdh_mynyt - 2016.pdf