

Appendix to the set of sexual harassment regulations
Procedures for the prevention of sexual harassment at Oranim College

1. **Oranim**, as an educational institution is committed to creating an **egalitarian learning environment** free of hurtful sexual behavior.
2. **Oranim treats sexual harassment as an infringement of the rights of each and every student and/or employee** at Oranim and will do everything in its power to eradicate any and all such phenomena.
3. **According to the Prevention of Sexual Harassment Law 5758-1998, sexual harassment and pestering constitute criminal offences and civil injustices.**
4. **What is sexual harassment?**
 - A. Extortion by threat, as specified in article 428 of the Penal Code, when the act a person is forced to do is of a sexual nature (any form of stipulation between a demand for action and receiving something)
 - B. Indecent acts, as defined in articles 348 and 349 of the Penal Code (touching, exposure of a sexual nature, peeking, masturbating in front of another man/woman)
 - C. Repeated propositions of a sexual nature (unwanted speaking, alluding, touching) towards a male/female student and/or employee who showed they are not interested in said propositions
 - D. Repeated advances towards a male/female student and/or employee focusing on sexuality, despite showing the harasser that they are not interested in these advances (orally, in writing, or in behavior)
 - E. Disparaging or humiliating advances towards a person in relation to their sex or sexuality, including sexual orientation
 - F. Publishing an image, video or vocal recording of a person, focusing on his/her sexuality, under circumstances in which publicizing it is liable to humiliate or disparage the person, without receiving his/her consent for said publication
5. **It should be emphasized** that, as pertains to articles 4C and 4D, one does not need to show dissent in situations whereby persons of authority exploit their subordinates at work or, in general, [situations of] dependency, education, treatment etc. **For the avoidance of doubt, relations between a manager and**

an employee or an instructor and a student are considered authority-subordinate relations.

6. In keeping with its policy to uphold the Prevention of Sexual Harassment Law, the College has appointed two supervisors to handle this matter:

Dr. Inbar Levkovich

Dr. Sawsan Awwad- Tabry

7. **The supervisors' function is to:**

- A. Receive complaints and reports pertaining to sexual harassment
- B. Investigate the complaints and deal with them
- C. Submit the complaint for a disciplinary proceeding, in case a suitable basis is found
- D. Refer the victim for consultation and assistance if needed
- E. Take action by way of consultation, information and guidance for prevention of sexual harassment incidents and proper treatment of them

8. **What to do in case of sexual harassment?**

It is important to avoid three things:

- A. Don't blame yourself.
- B. Don't delay the response. The perpetrator's hurtful behavior will not cease, and cumulative harm may be inflicted on others.
- C. Don't keep it to yourself! You are not alone. You can contact one of the College's supervisors in charge of sexual harassment prevention at Here4U@oranim.ac.il

9. **Filing a complaint**

- A. Complaints and reports of suspected sexual harassment or pestering in Oranim should be referred to one of the sexual harassment prevention supervisors.
- B. Complaints may be filed via email: Here4U@oranim.ac.il
- C. When investigating the complaint, the sexual harassment prevention supervisor will summon all those involved in the incident for questioning, at her discretion.
- D. The supervisor will carry out a comprehensive inquiry until completion.
- E. After the complaint has been investigated, the sexual harassment prevention supervisors will decide to take action in one of the following ways:

- * Dismiss the complaint
- * Forward handling of the complaint to a disciplinary proceeding

10. **Expected punishment for sexual harassment**

- A. **Organizational level:** sexual harassment is considered a severe disciplinary violation treated at the highest organizational levels and to the full extent of the law.
- B. **Criminal level:** criminal conviction, maximum penalty of several years' imprisonment as specified by law
- C. **Civil level:** a court of law or a labor court are authorized to rule financial compensation for the victim of up to NIS 120,000 without having to prove damages, for every act of sexual harassment or pestering.

11. **Confidentiality**

- A. Oranim will respect the privacy of all those involved in the complaint, as much as possible, based on legal provisions.
- B. The complainant may file a complaint within Oranim using the specified procedure mentioned above, and/or on a criminal level by filing a complaint with the police. In addition, the victim is entitled to file a civil lawsuit.
- C. Of course, one may contact one of the Assistance Centers for Victims of Sexual Assault at tel. 1202.

12. **Additional instructions**

- A. In addition to the full set of regulations and this procedure, which constitutes its appendix, a placard on prevention of sexual harassment is posted on notice boards around the campus as well as the rector's office.
- B. The full set of sexual harassment prevention regulations may be obtained at the college administration offices, faculty secretariats, the Student Association, and the Office of the Dean of Students.

* Everything stated in this procedural document relates respectfully and equally to women and men alike.