

Abstract of the Technion's Code of Conduct on Sexual Harassment

with contacts for advice and complaints

The following document is an abstract only

The binding text is the full Hebrew text of the Code of Conduct for the Prevention of Sexual Harassment in the Technion

The Code of Conduct is applicable to all genders and male and female genders are used interchangeably

- One of the main goals of the Technion is to **create an environment in which everyone who enters its gates**, whether to study, teach, or work, **is spoken to and treated with respect: an environment that is free of sexual harassment and abuse connected with sexual harassment**. If someone is subjected to sexual harassment and abuse they are robbed of their dignity, freedom, privacy, and gender equality. These behaviors are **forbidden by law**; they are also a **serious disciplinary infraction**.
- The Technion's Code of Conduct for the prevention of sexual harassment sets out the measures taken by the Technion to prevent sexual harassment and abuse and to foster a respectful organizational culture. These measures include awareness raising and providing establishing a mechanism for complaints. The Code of Conduct aims to supplement the law and its regulations and not to detract from them.
- **To whom does the Code of Conduct apply?** The Code of Conduct applies to all cases of sexual harassment or abuse carried out by one Technion person against another, and all harassment or abuse by a Technion person against a non-Technion person, if the incident takes place on Technion property or in the course of Technion activities (see below for definition of "Technion person").
- **What is sexual harassment?** The following constitute acts of sexual harassment:
 - Coercion for sexual favors;
 - Indecent acts —acts aimed at sexual arousal, satisfaction or insult;
 - Repeated sexual propositioning of someone who has made it clear that the behavior is unwanted; if the harassment is by someone with power or authority there is no requirement to show disinterest or objection and, according to the Code of Conduct, the proposition does not have to recur.
 - Make repeated references to a person's sexuality despite being told that the attention is unwanted. If the repeated references are from someone in a position of power or authority, this repeated and unwanted attention is sexual harassment, even if the object of the attention has not voiced disinterest and / or an objection.

- Paying insulting or humiliating attention to someone because of their gender, sexuality, or sexual orientation;
- Publication that is not in good faith ("bona fide") and has not received consent, of a photograph, video clip, or recording focuses on an individual's sexuality, which could degrade them.
- **What is not harassment?** Courteous relations that are cultivated in good faith in a spirit of mutual respect, free will, and mutual consent are not defined as sexual harassment.
- **What is abuse?** Abuse is when a student, faculty member, employee, or applicant is harmed by an employer or manager in a way that arises from:
 - Sexual harassment
 - A report, complaint, testimony or legal action concerning abuse or sexual harassment;
 - If one employee helps another employee to file a complaint or legal action regarding sexual harassment or abuse.
- **Mechanism for dealing with sexual harassment or abuse:** If a person feels subject to sexual harassment or abuse, they can choose to take action through **all or some** of the following three channels:
 - **Disciplinary proceedings:** Complainants should contact one of the Technion's Commissioners for the Prevention of Sexual Harassment or the Coordinator of the sector of the Technion relevant to the complainant. Contact may be in person or via a third party, verbally or in writing.
 - **Criminal procedure:** Filing a police complaint.
 - **Civil procedure:** Filing a civil suit.
- **Commission for the Prevention of Sexual Harassment:** The Technion has three commissioners who are responsible for the prevention of sexual harassment; Technion people can turn to them with complaints and issues of sexual harassment / abuse / disrespect. The commissioners will investigate according to the procedure described in the Code of Conduct and recommend to the relevant Technion authorities whether temporary or permanent steps should be taken. In addition, the coordinating commissioners provide training and advice on the prevention of sexual harassment. There is a separate commissioner for sexual harassment in the Technion's Faculty of Medicine.
- **Coordinators for the prevention of sexual harassment:** There are several coordinators for sexual harassment prevention who work alongside the Commission. The coordinators serve as **an immediate and accessible address for complaints and assist with training and activities linked to prevention**. The coordinators are not qualified to deal with complaints and questions **and must transfer complaints to a commissioner** of the complainant's choice.
- **Mechanism for dealing with complaints and issues; obligation to assist Commissioners with their inquiries:** Commissioners will ensure that their inquiries are discrete and thorough, and protect the rights of the parties involved. If a case of alleged sexual harassment or abuse is reported to a member of the Technion staff **the latter cannot deal with the case themselves and must immediately report it** to a Commissioner. All Technion staff must cooperate fully with the Commission and assist it where possible in its work. Failure to cooperate with the Commission, for example by failing to provide information or by supplying false information is a disciplinary violation unless it is legally sanctioned.

- **Completed handling of an enquiry / complaint:** When an investigation concludes, the Commissioner who is handling the case will recommend that the “qualified authority” shall: close the case, provide instruction, caution, reprimand, suspend temporarily, recommend disciplinary action for the harasser, recommend separating the parties, and all other measures appropriate to the circumstances of the case, as seen fit by the Commissioner. The final decision rests with the qualified authority of the Technion, which varies according to the sector to which the harasser belongs: for students it is the senior vice president of the university; for faculty members it is the vice president for academic affairs; for administrative staff it is the director of human resources; for others it is the deputy director of operations.
- **Confidentiality:** The Commission and Technion staff may not disclose information regarding the case, apart from those cases where the disclosure of information is obliged by law or where information must be provided to the Commission so it can investigate the complaint.
- **Who can complain, how to complain, who to contact:** Anyone who suffers or suspects that another “Technion person” has engaged in sexual harassment or abuse linked to sexual harassment is invited and required to file a complaint. “Technion people” are defined as: students in Technion programs (including academic preparatory programs and students on vacation), academic instructors and staff (senior, junior, and visiting academics), research team members, administrative staff (permanent and temporary staff, contracted consultants, service providers and their employees), Technion volunteers and retired Technion staff. **Complaints must be made to a Commissioner (of the complainant’s choice) in writing (email), or by phone or in a face-to-face meeting)** or to the coordinator of his sector (See below for names and email addresses). The Commission and various sector coordinators will respect the confidentiality of people who report incidents and lodge complaints based on their wishes and the law.

THE COMMISSION

COORDINATING COMMISSIONER (Responsible for preventing harassment and fostering a culture of respect. Offers advice and handles complaints)

Professor Michal Penn **Tel:** 04-8294424 mpenn@ie.technion.ac.il

Commissioner (offers advice and handles complaints)

Liat Reter **Tel:** 04-8295680 liatre@technion.ac.il

Commissioner for the Faculty of Medicine (Responsible for preventing harassment and fostering a culture of respect; offers advice and handles complaints)

Dr. Anat Ilivitzki **Tel:** 052-6330032 a.ilivitzki@rambam.health.gov.il

Consultant Commissioner

Prof. Naomi Carmon 04-8294075 / 052-2614045 carmon@technion.ac.il

Coordinators for the Prevention of Sexual Harassment in the Technion

Students Union	04-8292634	Malka Rosenfeld	secyor@asat.org.il __
Student Residences	052-6250623	Shahaf Ben Yehuda	shahaf.ben@campus.technion.ac.il
Students	054-8005556	Linoy Nagar	Linoy.nagar@campus.technion.ac.il
Coordinator for Arabic Speakers	077-8871520	Bashir Mansour	bMansour@technion.ac.il
Contractors' workers	04-8295680	Liat Reter	liatre@technion.ac.il
Technion Research & Development Foundation	077-8874859	Michal Bar-Hayim	michalb@trdf.technion.ac.il
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Aharon

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