

Tel Aviv University strives to provide a safe and fruitful learning, research, and work environment for all members of the campus community. To this end, TAU implements a comprehensive policy for preventing and addressing sexual harassment, sexual abuse, and any kind of maltreatment or intimidation that might occur in either its physical or virtual environment.

As part of this policy TAU has established the Commission for the Prevention of Sexual Harassment, responsible for preventing incidents of sexual harassment or abuse and creating a protected work and learning environment. To fulfill its mission the Commission offers instruction programs, implements prevention measures, and handles complaints about sexual harassment or retaliation in TAU's various environments.

We at the Commission invite all TAU personnel and students to send us any questions or complaints they might have about sexual harassment.

What is sexual harassment?

Israeli law defines a list of acts that can be regarded as sexual harassment:

Coercing a person to perform an act of a sexual nature – on themselves or on someone else.

Indecent acts – a criminal offense defined in Israel's Penal Code, relating to any act done to another person's body for purposes of sexual satisfaction or sexual debasement.

Repeated proposals of a sexual nature made to a person who has indicated that they are not interested.

Recurrent referrals to a person's sexuality when that person has indicated that they do not want such referrals.

Debasing or humiliating attitudes to a person's gender or sexuality, including their sexual orientation.

Posting a photo, video, or recording that focuses on a person's sexuality, which might humiliate or debase that person, when the person has not agreed to make them public.

It must be clarified that in the case of authority relationships or dependent relationships, including relationships between a lecturer or TA and a student, between a supervisor and supervisee, or between one who submits a proposal and one to whom the proposal is submitted, there is no need to demonstrate that the person to whom the sexual proposals or referrals are made is not interested. The proposal or referral in itself is considered sexual harassment.

It is important to note that the nature of sexual harassment is also determined by other laws, beside the Law for the Prevention of Sexual Harassment. Therefore, in case of doubt, it is advisable ask for guidance.