

TEL AVIV UNIVERSITY UNIVERSITY REGULATIONS	<u>Page no.</u> Of	18 20	<u>Date published</u> 21.1.1999 Updated: 07/2015 1/3/2017 24.2.2029 3.5.2020	<u>Regulation no.</u> 01-015
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Name of Regulation	Regulations for Prevention of Sexual Harassment at Tel Aviv University
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Appendix A:

**Rules on Prohibition of Intimate Relations Between Persons in a Relationship of Authority and Subordinacy at Tel Aviv University
(February 24, 2019)**

1. Consensual intimate relationships between adults are the personal matter of those involved and are not the University's concern. However, conducting intimate relations, including consensual sexual intercourse, either temporarily or long-term, between persons that are within a relationship of authority and academic-educational and/or administrative subordinacy constitutes a conflict of interest jeopardizing the educational and research process, creates an improper educational atmosphere and/or working environment and is likely to lead to an abuse of authority.

This is also from the perspective that when there is a relationship of authority and subordinacy, there is a serious concern that intimate relations are not taking place with true consent.

2. Therefore, a person with authority must refrain from any intimate relations with anyone subordinate to him/her for as long as there is a relationship of authority and academic-educational and/or administrative subordinacy between them.
3. Where such intimate relations have arisen, the person with authority must report **immediately** to his/her immediate academic/administrative (as the case may be) superior about the intimate relations so that person may sever the relationship of authority between them, *inter alia*, by finding an alternative course for the student and/or teacher, by replacing a supervisor, by transferring an examination or an assignment for examination and evaluation by another teacher, reassigning one of them to another position or to another unit, or in any other manner to sever the relationship of authority, all while ensuring the prevention of any injury whatsoever to the subordinate, in so far as possible.
4. For the avoidance of doubt, in the event of concern of any relationship of authority arising after previous intimate relations, the person in authority must avoid a situation in which there is any such relationship of authority. For example, a lecturer must disqualify himself/herself from participating in any committee deliberating the academic affairs of the student with whom he/she had intimate relations in the past, disqualify himself/herself from a situation in which he/she has to grade a student, and such like.

Name of Regulation	Regulations for Prevention of Sexual Harassment at Tel Aviv University
---------------------------	---

5. After a matter has been brought to the attention of the academic/administrative (as the case may be) superior, he/she shall report on this **immediately** to the Sexual Harassment Prevention Commissioner. All entities concerned shall cooperate to sever the relationship of authority, taking into consideration the needs of the subordinate and in coordination with him/her.
6. To ensure a proper study and work environment, the University calls all students and employees to report on information concerning the conduct of any relationship of this kind to the Sexual Harassment Prevention Commissioner.
7. For the purpose of these rules:

“**Person with authority**” – an Academic Staff Member or an Administrative Staff Member, as defined in section 2 of the Regulations for the Prevention of Sexual Harassment at Tel Aviv University.

“**Subordinate**” – a Student, Academic Staff Member or Administrative Staff Member, as defined in section 2 of the Regulations for the Prevention of Sexual Harassment at Tel Aviv University, including an employee of a human resources contractor or an employee of a contractor providing services to the University.

“**Relationship of authority and academic-educational subordinacy**” – includes, but is not limited to: direct instruction (participation in a course taught by the teacher/in a tutorial/in a laboratory, instruction in assignments); granting a scholarship or other benefits; membership in committees of an academic unit of the University in which the affairs of the student are deliberated and taking part in any activity involving any determination whatsoever with regard to the student.

“**Relationship of authority and administrative subordinacy**” – includes, but is not limited to: a relationship with a direct or indirect superior of the employee, a relationship between an Academic Staff Member and a subordinate research team member, membership in committees in which the affairs of the employee are deliberated, representation by the employee union, relationship between an employee of a human resources contractor or an employee of a service contractor and the University employee with whom he/she is working, and such like.

All the principles in this document will apply, *mutatis mutandis*, (after required changes) with regard to a relationship of authority in which Academic Staff

TEL AVIV UNIVERSITY UNIVERSITY REGULATIONS	<u>Page no.</u> Of	20 20	<u>Date published</u> 21.1.1999 Updated: 07/2015 1/3/2017 24.2.2029 3.5.2020	<u>Regulation no.</u> 01-015
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Name of Regulation	Regulations for Prevention of Sexual Harassment at Tel Aviv University
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- Members, Administrative Staff Members and students are involved (within and between these groups, as long as a relationship of authority exists).
- 8, An infringement of these rules constitutes a disciplinary offense.
 9. These rules do not derogate from the Regulations for Prevention of Sexual Harassment at Tel Aviv University.
 10. These rules do not apply to couples whose employment was authorized pursuant to the University Regulations on Employment of Relatives.

(ref. 229085)