



Regulations for the Prevention of Sexual Harassment ¹

Sexual harassment is prohibited by law. The harasser is liable for up to two years imprisonment. If you have experienced any form of sexual harassment, we invite you to contact us.

Prohibited acts:

- Blackmailing someone into performing an act of a sexual nature
- An indecent act, such as touching for the purpose of sexual stimulation or exposing a private part to someone without their consent
- Repeated overtures of a sexual nature
- Repeated references to human sexuality
- Degrading reference to the gender or sexual tendencies of a person
- Taking sexual advantage of a relationship of subordination or authority
- Publishing photographs that focus on the sexuality of a person without their consent

Persecution or threatening an employee who complained about a case of sexual harassment is prohibited!

This includes threatening (explicitly or implicitly) to fire an employee or to violate her rights if she refuses to spend time with him or to have sexual relations with him, or any harm originating in sexual harassment to an employee or anyone who assisted or testified on behalf of another employee in a complaint of sexual harassment.

Procedure for filing a complaint:

- It is recommended to document the event as fully as possible and substantiate it with witnesses (tell a friend or family member).
- The law offers three options. All or some can be utilized, simultaneously or one after the other:
 1. Internal disciplinary hearing – a complaint of harassment can be lodged with the employer or with the supervisor of sexual harassment issues in the workplace, for the purpose of commencing internal disciplinary proceedings.

¹ This is a translation of select sections of the official regulation of the Ministry for Social Equality. In any case of contradiction, the official regulation of the Ministry of Social Equality is the determinant. This text does not replace or substitute the Prevention of Sexual Harassment Law, 1998, and its regulations, pursuant to Section 7(b) of the law in any manner. Employees are entitled to receive a copy of the Law for the Prevention of Sexual Harassment, 1998, the Regulations for the Prevention of Sexual Harassment (Employer Obligations) 1998, and the Disciplinary Regulations in Respect of Sexual Harassment and Persecution in the workplace.



2. Criminal proceedings - it is possible to file a complaint with the police to commence criminal proceedings.
3. Civil proceedings - it is possible to file a civil claim with the court (usually the Regional Labor Court) within a period of seven years. The court may award compensation of up to NIS 120,000 for sexual harassment and persecution, without proof of damage.

WHO TO CONTACT:

If you experienced sexual harassment of any kind, we invite you to contact organizations who can offer assistance:

- **Call Center for Foreign Workers (Thai). 1-700-707-889, extension 1.** Available between Sunday to Thursday. In cases of emergencies please contact the Police.
- **Israeli Police. Dial 100.** Available any day and any time (24/7).
- **Hotline for Victims of Sexual Assault (Hebrew or English only).**
1202 – for women,
1203 – for men