

Enquiries Regarding Sexual Harassment

Enquiries regarding sexual harassment should be directed to the Commissioner for Sexual Harassment Complaints, Social Worker Nurit Eitan Gutman, at 050-6260074, or email: shnuritgu@clalit.org.il. Messages will be answered within five work days

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What is sexual harassment?

Sexual harassment is one of six forms of behavior:

1. Extorting a person to commit an act of a sexual nature

For example: An employer threatens to fire an employee if she/he refuses to have sexual relations with him.

2. An indecent act

For example: An employee or supervisor touches an employee for sexual stimulation or exposes himself before her, without his/her consent.

3. Repeated advances of a sexual nature

Even though the person at whom these advances are aimed has demonstrated that they are not interested.

4. Repeated references made to a person's sexuality despite the fact that the person has shown they are not interested.

For example: Repeated reference to the sexual aspect of a person's appearance, even though that person has made it clear that they are disturbed by this.

Derogatory or humiliating reference to a person's sex or sexual orientation.

Whether or not they have shown that they are disturbed by this.

5. Repeated suggestions or humiliating references made to a minor or helpless person; a patient undergoing any kind of health, mental, medical or para-medical treatment; an employee in the framework of a work relationship, and a person doing a service in the framework of the service - all by exploiting a relationship of authority or patient dependency, even if the harassed person has not demonstrated to the harasser that they are not interested in these advances or references.

In reference to sexual harassment it may be committed by both men and women, towards both men and women.

It's important to know:

1. A person needs to show, whether in words or through behavior that cannot be misinterpreted, that they do not consent to an act of sexual harassment. This duty does not apply to the following:
 - a. An extorted person.
 - b. A person exposed to demeaning or humiliating treatment.
 - c. When there is an authority-based work relationship between the harasser and the person being harassed.
 - d. Harassment based on exploiting an authority-based work relationship, a relationship of dependency, a relationship existing in educational institutions or in the course of providing care for a minor or helpless person.
 - e. The exploitation of a patient's dependency in the framework of mental or medical treatment.

What is Clalit's policy?

Clalit is determined to provide a work and service-providing environment free of sexual harassment or persecution stemming from sexual harassment.

Why is it prohibited?

Sexual harassment and persecution on a sexual basis harm a person's dignity, freedom, privacy, and gender equality, and are prohibited under the Sexual Harassment Prevention Law, 5758–1998. Sexual harassment and persecution damage the work relationship and the patient-caregiver relationship, and stand in opposition to Clalit's policy.

If I have suffered a sexual offense or believe this happened to me at one of Clalit's institutions, what should I do?

[Contact the Commissioner for Sexual Harassment](#) Complaints for counseling, information and guidance, and to submit a complaint.

The Commissioner for Sexual Harassment Complaints at Clalit

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