

The State of Israel

The Ministry Of Construction and Housing

Sexual harassment and harassment of residents of public housing companies

Main Points:

Sexual harassment and related harassment harm human dignity, liberty, privacy and equality between the sexes; therefore, they are behaviors that are prohibited by law everywhere and in any way.

The Company for Public Housing (hereinafter: "the Company") declares a zero-tolerance policy towards employees and service providers on behalf of the Company that will act in a manner that is not appropriate to the Company's values and that will sexually harass or harass the residents of the Company or any other person living with them (hereinafter: "the Customers").

The purpose of these regulations is to create an open communication channel between the company and its customers, and to enable each customer or person on their behalf clear and accessible communication and to file a complaint without any concern.

The company makes it clear that submitting a complaint will not harm the customer's rights in any way. In any case of doubt regarding the conduct of any Company employee, we request that you contact us.

What is sexual harassment?

- (A) Sexual harassment can be committed both by a man and by a woman, towards a man or a woman.
- (B) According to the law, sexual harassment is one of the following six prohibited forms of behavior:
1. Blackmailing someone into performing an act of a sexual nature.
 2. Indecent acts - acts for the purpose of sexual arousal or gratification that are performed without the consent of the customer.
 3. Repeated suggestions of a sexual nature directed at a person who has shown that he is not interested in these proposals.
 4. Repeated references to one's sexuality.
 5. Degrading references to the gender or sexual tendencies of a person.
 6. Publication of a photograph, film or recording of a person focusing on their sexuality, in circumstances where the publication may humiliate or degrade the person, and without their consent to publication.

It is important to note that there are dependencies between the tenants and the companies for public housing or any employee of the company and / or service provider. Therefore, there is no need for the tenant to show she does not consent to an act in order for the act to be considered sexual harassment under these regulations.

What is harassment?

1. Any harm or an attempt to any kind of harm resulting from sexual harassment, including the denial of a right or threat of denial of any right whatsoever, of the customer or any person on her behalf who complained or assisted the complaint or has given testimony in connection with sexual harassment.

If you've been hurt, do not hesitate to file a complaint! You can choose to file a complaint according to the following options, in whole or in part:

- (1) Contact the Director of Prevention of Sexual Harassment among customers, Adv. Tamar Katzir, Tel: 03-6930482
- (2) Contacting through the company's website www.amigour.co.il.
- (3) Contact the Director of Sexual Harassment in the Ministry of Construction and Housing - Ms. Hanan Najara - Mansur by emailing: Harassment@moch.gov.il or by mail to the Ministry of Construction and Housing - 3 Kalmaron Gano St., East Government Campus, Jerusalem.
- (4) Contact the Center for Assistance to Victims of Sexual Assault at: 1202-Women. 1203- Men.
- (5) Filing a complaint with the police (criminal proceeding).
- (6) Submitting a civil claim for monetary compensation.

- **The Company and the Supervisor of Prevention of Sexual Harassment among the Company's customers (hereinafter: the "Supervisor") undertake to act efficiently and without delay to deal with a complaint.**
- **During the handling of the complaint and after, the supervisor will act to protect the complainant completely, including by removing the harasser (the subject) if necessary.**

Full instructions can be read on the company's website www.amigour.co.il

**Any use of female language also refers
to male, and vice versa**