



## **Sexual harassment and bullying of tenants in the Public Housing Companies Principles of the Regulations**

**Sexual harassment and bullying related to it harms the dignity of the individual, his freedom, and his privacy, as well as equality between the sexes; and for that reason these behaviors are prohibited by law in all places and in any fashion.**

The Company for Public Housing (hereinafter: "the **Company**") declares a **zero-tolerance** policy as regards employees and service providers on behalf of the Company who conduct themselves in a manner not befitting the Company's values and who sexually harass or bully the Company's tenants or any individual residing with them (hereinafter: "the **Clients**").

The goal of the Regulations is to create an open channel for communication between the Company and its clients and to allow all clients or individuals on their behalf accessible and clear communication as well as [the ability to] submit a complaint without any fear.

The Company clarifies that submitting a complaint will not harm the rights of the client in any way. In any case of a doubt regarding any sort of conduct by a Company employee, we request that you contact us.

### **What is sexual harassment?**

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- a) Sexual harassment may be performed by a man or by a woman against a man or against a woman.
- b) By law, sexual harassment is one of six forms of conduct, which are as follows:
  1. Extortion with threats to perform an act of a sexual nature.
  2. Lewd acts – Acts for the purpose of sexual stimulation or gratification performed without the consent of the Client.
  3. Repeated propositions of a sexual nature, made to an individual who has not appeared interested in these propositions.
  4. Repeated references to an individual's sexuality.
  5. Derogatory or degrading references to the sexuality or orientation of an individual.
  6. The publication of a photograph, film, or recording of an individual that focuses on his sexuality, in circumstances where the publication is liable to humiliate or degrade the individual, and his consent for the publication has not been given.

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**It's important to note that power differentials exist between the tenants and the Public Housing Companies or all company employees and/or service providers, and for that reason there is no reason for a tenant to appear as if she does not agree to an act for the act to be considered sexual harassment according to these Regulations.**

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### **What is bullying?**

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1. Any injury or attempt to cause injury of any kind which originates in sexual harassment, including denying rights or threats to deny rights of any kind, to a client or someone on her behalf who complained or assisted in a complaints or gave testimony related to sexual harassment.
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**If you have been hurt, do not hesitate to file a complaint! You can file a complaint using the following options (all or in part):**

The Officer in Charge of Prevention of Sexual Harassment for Halamish clients, **Ms. Gidinan Iris**, may be reached at the company offices, Floor 5, Telefax 03-5159406 or by email at [irisg@halamish.org](mailto:irisg@halamish.org).

1. Contacts through the Company website at [www.halamish.org](http://www.halamish.org) through the Contact Us tab
  2. Contacts to the Officer in Charge of Sexual Harassment at the Ministry of Construction and Housing, Ms. Hanan Najara-Mansour by email at [harassment@moch.gov.il](mailto:harassment@moch.gov.il) or by post to the Ministry of Construction and Housing, Clermont-Ganneau St. 3, Central Government Complex, P.O. Box 18110, Jerusalem 9118002.
  3. Contacts to the Rape Crisis Center by telephone: 1202 (for women) or 1203 (for men).
  4. Contacts to the Police (criminal procedure).
  5. Filing a civil suit for financial compensation.
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- **The Company and the Officer in Charge of Prevention of Sexual Harassment for Halamish clients (hereinafter: "the Officer") commit to acting efficiently and without delay to handle the complaint.**
  - **During and after the handling of the complaint, the Officer will work for the full protection of the complainant, including distancing the harasser (the subject of the complaint), where needed.**

The full provisions of the Regulations may be read on the company website: [www.halamish.org](http://www.halamish.org)

**All use of feminine language refers equally to the masculine,  
and vice versa.**