



# Rules for the Prevention of Sexual Harassment And Promotion of Protectedness in Olympic Sports In Israel

Written by: Adv. Ori Keider, Adv. Dana Nachman and Adv. Uri Cahana  
Advice: Adv. Gil Atar, Legal Counsel for the Olympic Committee of Israel

Initiated and Produced by: the Gender Equality Committee,  
the Olympic Committee of Israel

6 Shitrit St., Tel Aviv

Tel: 03-6498385; Fax: 03-6498395

<http://www.olympicsil.co.il>



The Olympic Committee of Israel

Design and Print: Sdar Zalam Ltd.

This pamphlet is written in the feminine form,  
but is addressed to both men and women.



# Rules for the Prevention of Sexual Harassment And Promotion of Protectedness in Olympic Sports In Israel

## Words by the Chairman and CEO Of the Olympic Committee of Israel

The Olympic Committee of Israel condemns any and all legal and/or normative deviancy, and all wrongful and prohibited conduct of abusing or harming the dignity of women in general and female athletes in particular.

We have always sought to ensure that the training and working environment of female athletes and all female employees is safe and respecting, and do so with more vigour today.

The Rules for the Prevention of Sexual Harassment and Promotion of Protectedness in Olympic Sports that are presented to you, encompass the letter of the law, the directives, and the regulations pertaining to protecting and safeguarding the dignity and health of all female athletes, workers, and volunteers.

Deviation from these Rules will not be tolerated. We expect managers and others in authority, at all sports organisations, to create an appropriate organisational climate and atmosphere. You are charged with the task and responsibility to instil and impart the information contained herein to all employees and athletes, through every media outlet and every information campaign.

Moreover, to strengthen the organisational response and provide individual and discrete response to this issue, we have appointed Ms. Shlomit Nir Tur, a former Olympic swimmer, as the commissioner in charge of promoting protectedness in sport and taking care of sexual harassment complaints for the Olympic Committee of Israel.

Remember – the “Ideal of Sport” and Olympic values emphasising equality and respect are our guiding principles!

**Yours truly,**

**Yael Arad, President,  
Olympic Committee of Israel**



**Gilad (Gili) Lustig, CEO,  
Olympic Committee of Israel**



## Words by the Olympic Committee for Gender Equality

The Prevention of Sexual Harassment Act (5758-1998), which these Rules are derived from, is designed to protect women and men by emphasising the values of human dignity and promoting the value of female equality.

Sexual harassment and prohibited conduct such as abuse and mistreatment are destructive phenomena both from a personal perspective and from an organisational one, being a covert mechanism that makes it difficult, principally for women, to integrate as valued members of an organisation, and harms their ability to realise their full potential.

The sad truth is that this topic is constantly on the agenda in the sporting world, which fact evidences more than any other the need for deep normative and educational changes to uproot the phenomenon.

The Olympic Committee of Israel's commitment to the subject and the illegitimacy ascribed to this unfortunate phenomenon in our parts is reflected, inter alia, by the establishment of a mechanism to prevent and handle sexual harassment and prohibited conduct. At the same time, managerial responsibility at all levels, is stressed, with particular emphasis being placed on the duty to ensure that men and women have an appropriate and dignified environment for training, competing, and working.

The Olympian Philosophy merges three spheres: Sports, Culture, and Education, and these cannot, and do not, coexist with illegitimate norms of debasing human dignity.

Yours truly,

**Suzy Yogeve, Chairwoman,  
Committee of Gender Equality,  
Olympic Committee of Israel**



**Limor Mizrahi, Sexual  
Harassment Commissioner,  
Olympic Committee of Israel**



# Rules for the Prevention of Sexual Harassment And Promotion of Protectedness in Olympic Sports In Israel

The Olympic Committee of Israel (hereinafter: the **“Olympic Committee”**) views the promotion and protection of the dignity, health, and safety of both body and mind of all of its employees, volunteers, athletes, coaches and escorts working under its umbrella (hereinafter: the **“Participants”**) as one of its central tasks.

The Olympic Committee recognises the Participants’ right to enjoy a safe, respecting, and supportive sporting environment.

Prohibited conduct, as described hereinafter, could potentially amount to a violation of the Participants’ human rights, and materially harm their dignity, health, and safety. This does not detract from the significant potential that participating in sports embodies for personal and social development, as well as improving the lives of the Participants.

One cannot ignore the fact that prohibited conduct such as sexual harassment and sexual abuse do occur within the sporting world, and may cause its victims and their loved ones considerable pain, as well as carrying with them significant legal, financial, and moral liabilities for the sports organisations concerned.

There is no single branch of sports that is immune to these problems, which can sadly be seen at all levels. Every sporting organisation is a significant partner that bears the responsibility and obligation to detect bullying, sexual harassment, sexual assault, and abuse, as well as to develop a culture of respect, safety, and security for all Participants. Sports organisations must demonstrate strong leadership and initiative in identifying and uprooting these illegitimate phenomena. Together we will act to establish a sporting system that empowers Participants and can contribute to the prevention of such wrongful behaviour.

Competitive sport is the personification of sportsmanship and a model to all athletes, and to the public at large. Leadership and excellence are necessary for competitive sport and require education about the Olympic Ideals and first and foremost equality, fairness, excellence, and human dignity.

These Rules apply to all Olympic Committee employees and/or to those subordinated to them for limited time periods, during such times as in the course of the Olympic Games, etc.

## I. Prohibited Conduct

All Participants are prohibited from behaving in the following ways in relation to athletes in particular and amongst themselves in general, at all times (hereinafter: "Prohibited Conduct"):

**"Bullying"** Violent behaviour, including the use of force or continued cruelty, intended to control another Participant.

**"Tormenting"  
("Mistreatment")** Conduct which is threatening, debasing, harmful or physically injurious towards an individual, at times as a condition to joining or staying a party to some group or team.

**"Harassment"** Any behaviour pattern, whether physical or not, designed to cause fear, humiliation or a nuisance, to harm or humiliate, create a hostile environment or reflect discrimination on the basis of gender, race, ethnicity, culture, religion, sexual orientation or mental or physical disability of Participants, in an attempt to assert dominance, superiority or power by an individual or a group.

**"Sexual Harassment"** Conduct of a sexual nature, unsolicited by one of the parties, including any one of the following:

- (1) Extorting a Participant to perform a sexual act;
- (2) Committing an indecent act, including touching, stroking, hugging, kissing or physical exposure, unsolicited on behalf of the Participant;
- (3) Repeated sexual proposals, unsolicited on behalf of the Participant;
- (4) Degrading or humiliating references to sex, sexuality or sexual orientation, including humiliating remarks (even if uttered once) concerning a Participant's gender, the manner in which she displays sexuality or her sexual orientation, as well as publishing a picture, video or recording of any Participant, which focuses on her sexuality, and which could humiliate her, against her wishes;

**“Sexual Assault”**

Forcing a sexual act on a Participant, including:

- (1) An Indecent Act – Any violent or coerced sexual act which does not entail inserting an organ or object into genitals, anus or mouth, but which is designed to arouse and gratify the attacker or sexually humiliate the Participant;
- (2) Rape – The penetration of a bodily organ or object into a (female) Participant’s genitals, anus or mouth;
- (3) Sodomy – The penetration of a bodily organ or object into a Participant’s anus or inserting genitals into a Participant’s mouth.

**“Sexual Abuse”**

Conduct towards a person or group of people which involves behaviour of a sexual nature, whether the conduct is verbal, non-verbal or physical, whether intentional or not, whether lawful or not, based on abuse of power and trust. Sexual Abuse also includes sexual acts in which consent is not given or cannot be given, and often involves a process referred to as “Grooming”, particularly towards minors.

**“Inappropriate Emotional Behaviour”**

A repetitive pattern of intentional behaviour, often not involving physical contact, that can potentially cause emotional or mental distress to a Participant, and can include promoting a bodily image and self-image which is negative and problematic.

**“Inappropriate Physical Behaviour”**

Any physical contact or threat of physical contact, which intentionally or potentially causes a Participant bodily injury or physical harm.

**“Scheming”**

Injury of any type, that originates in a complaint and/or legal action in light of Prohibited Conduct, often taken to conceal the harassment or to exact revenge on the person exposing it. The injury does not necessarily have to be directed against the Participant who directly suffered at the hands of the Prohibited Conduct, and can also be directed against a person who assisted or testified in her favour. It should be clarified that the Schemer does not necessarily have to be the person who performed the Prohibited Conduct, and may also be his friend, family member, manager or co-worker, etc.



- 1.1. For the avoidance of doubt, it should be clarified that all forms of Prohibited and Inappropriate Conduct will not be tolerated, and directly conflict with the Olympic Committee's values and goals, as well as constitute a violation of these Rules (hereinafter: a **“Violation”**).
- 1.2. All Participants will be familiar with the various forms of Prohibited Conduct, and will carefully avoid same. If in doubt – behave according to the stricter alternative. Some forms of behaviour defined as Prohibited Conduct, such as Sexual Harassment and Scheming, are also prohibited at law, as well as constitute a serious disciplinary offence in the workplace.
- 1.3. Any Participant found to be engaging in Prohibited Conduct, will be subject to suitable disciplinary action hereunder, including: temporary suspension, permanent suspension, deprivation of authority, dismissal (if applicable), barring from the applicable branch of sport and/or referral to law enforcement agents.

## 2. Authority Relationships

- 2.1. A relationship of authority is an unequal relationship in which the Participant acting in an abusive manner is senior to the Victim-Participant, such as the abusing Participant being a coach and/or supervisor and/or manager (hereinafter: the **“Person in Authority”**). Forbidden behaviour on the part of the Person in Authority over a subordinate is especially grave, because it is done by exploiting the inherent inequality between them.
- 2.2. When Sexual Harassment occurs, the harassed Participant does not need to show her opposition to sexual suggestions or references as described above. This is because she is presumed in advance to have opposed them.
- 2.3. An affair that includes consensual sexual relations is also forbidden when there is a relationship of authority and subordination between the parties. A Person in Authority who wishes to have a consensual affair with a subordinate must initiate the severance of the Authority Relationship right at the start of the sexual relationship, and report the relationship to the management of the Olympic Committee and the applicable sports association. This is in view of the reasonable suspicion that the consent of the subordinate is not free and willing.

### 3. Reporting Prohibited Conduct

- 3.1. Every instance of Prohibited Conduct must be reported to the Sexual Harassment Commissioner. For her contact, click here: <https://bit.ly/3ppxd9S>.
- 3.2. Any Participant is entitled to file a complaint with respect to Prohibited Conduct with the Sexual Harassment / Complaints Commissioner (hereinafter: a **“Complaint”**) even if it is not personally directed at her. It should be clarified that Prohibited Conduct can and should be reported by any person in order to prevent any further harm to Participants.
- 3.3. Coaches and/or supervisors and/or managers who suspect the existence of Prohibited Conduct must act to investigate the matter among their subordinates, and report to the Commissioner if the findings of the investigation indicate that there is substance to the allegations.
- 3.4. A Complaint can be filed in writing or orally. For the purpose of an effective and exhaustive investigation, the Complaint should include the following details: the identity of the complainant, the identity of the Violating Participant, the identity of the Victim Participant, the date of the injury, the type of injury, and the details of any witnesses.
- 3.5. It should be clarified that all reports of Prohibited Conduct are taken seriously by the Olympic Committee and are handled immediately.
- 3.6. Insofar as the provisions of these Rules are violated with respect to a minor, the Olympic Committee will update the minor’s parents as to the details of the reports it has received and will enable them to take an active part in the investigation.
- 3.7. Insofar as the provisions of these Rules relating to Sexual Harassment, Sexual Assault and Sexual Abuse are violated with respect to a minor by a person responsible for her, the Olympic Committee is required by law to report this to the police.

## 4. Investigating a Complaint

- 4.1. The Commissioner will investigate the Complaint by taking testimony from the Victim Participant, the Participant with respect to whose conduct the Complaint was filed (hereinafter: the “**Accused**”) and any other relevant witnesses, and will examine any information that has arisen regarding the Complaint.
- 4.2. The investigation of the Complaint shall be carried out efficiently, without delay, and with respect for the dignity and privacy of all concerned.
- 4.3. It should be clarified that the investigation of the Complaint will persist even if the complainant retracts her Complaint and will also include an investigation into the reason the Complaint was retracted.
- 4.4. If necessary, the Participant, whether she is harmed by the Prohibited Conduct or is only the person reporting it, will be given protection against the Accused during the interrogation period. This includes, inter alia, removing the Accused from his position, forcing the Accused to go on vacation and/or depriving him of some of his powers and authorities, at the discretion of the Commissioner and the Olympic Committee.
- 4.5. The Olympic Committee will afford any Participant who has been harmed by a Violation of these Rules, subject to its capabilities, preliminary measures of mental and physical support to deal with the injury, and will assist her, if asked, should she decide to file a complaint with the police.
- 4.6. It should be clarified that filing a Complaint with the Commissioner does not prevent filing a criminal complaint or a civil lawsuit in respect of the same circumstances.
- 4.7. It is further clarified that the investigation proceedings by the Commissioner and the Olympic Committee will continue even if a Complaint is filed with the police or a civil suit is instituted, unless the Olympic Committee receives an explicit order on this matter from an authorised party.

## 5. The Results of the Investigation

- 5.1. At the end of the investigation process, the Commissioner will write a report summarising the investigation of the Complaint, and her reasoned recommendations with respect to its continued handling by the Olympic Committee (hereinafter: the “Final Report”).
- 5.2. The Final Report will be sent to the Olympic Committee’s management, which shall make a decision on the matter, including one of the following:
  - 5.2.1. Take action to prevent further Prohibited Conduct or correct the injury caused. To this end, the Olympic Committee may give instructions to the parties involved in the case, order that the Accused be kept away from the victim and/or the complainant (such as by reassigning the Accused from his position and/or revoking some of his powers and/or by his dismissal) or take any other measures for this purpose.
  - 5.2.2. Initiate disciplinary proceedings with the relevant party in accordance with the provisions of the applicable Disciplinary Regulations and, if necessary, submit an official complaint to the relevant sports association.
  - 5.2.3. Refrain from taking any action.
- 5.3. A copy of the Final Report will be given to the complainant and the Accused, together with the Olympic Committee’s reasoned decision.
- 5.4. The decision of the Olympic Committee is final and cannot be appealed, except in cases where the decision was taken as part of an employer-employee relationship between the Olympic Committee and the Participant. In such cases, the participating employee may apply to the Labour Court on the matter.

## **6. Taking preventive measures by a sports organisation participating in the activities of the Olympic Committee (hereinafter: a “Sports Organisation”).**

- 6.1. (A) A Sports Organisation -
  - (1) Will bring to the attention of every organisational supervisor, and to the knowledge of each and every Participant and employee, the prohibition of Sexual Harassment and Scheming at law and in accordance with these Rules;
  - (2) Will clarify to each organisational commissioner and to each employee and any Participant in its activities, the provisions of these Rules;
  - (3) Will require any superior and every employee and Participant to refrain from Sexual Harassment and Scheming, with respect to any person, in the course of work relations and/or participation in sporting activities, and will take any and all measures to prevent such acts.
- 6.2. (B) A Sports Organisation will allow its employees and Participants to participate in training and information activities for the purpose of preventing Sexual Harassment and Scheming in the course of working or during sport activity hours, such activities being organised from time to time by the Olympic Committee or an organisation as defined in Section 12(3) of the Equal Employment Opportunities Act 5748-1988, provided that this does not impair the ordinary run of sporting activities; a Sports Organisation that organises such training and information activities by itself, or through another organisation, will be exempt from the provisions of Regulation 6.2(b).
- 6.3. (E) The provisions of Sub-regulation (a) notwithstanding, an employer shall make available to a commissioner, as well as to his employees and Participants, the provisions of these Rules and shall, upon request, provide them with a copy of these Rules.

## **7. General Provisions**

- 7.1. The Olympic Committee will endeavour to provide additional and updated resources for the purpose of preventing, detecting, stopping, and handling any form of Prohibited Conduct.
- 7.2. It should be clarified that the Rules are written in the feminine form with respect to victims but are designed to protect both sexes.

III

T

Q

♀

Q

Q



**SPORT=**  
COMMITTEE OF GENDER EQUALITY NOC ON ISRAEL

  
ISRAEL יִשְׂרָאֵל