


Prohibition of Harassment in the Laboratory and Academic Environment	 WEIZMANN INSTITUTE OF SCIENCE Feinberg Graduate School
Category: Ethics, Behavior, and Discipline	
Created by: Gili Vainer	
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Prohibition of Harassment in the Laboratory and Academic Environment

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1. Policy

The Weizmann Institute of Science (hereinafter: The "Institute") and the Feinberg Graduate School (hereinafter: the "FGS") are dedicated to a paramount objective: Ensuring a research and study environment that is respectful and free from harassment. Harassment erodes human dignity, infringes upon personal freedom, impairs wellbeing, violates privacy, and encumbers individuals in their pursuit of research, and studies.


Therefore, the Institute and the FGS have adopted a policy of zero tolerance towards harassment, as detailed in this procedure.

2. Objectives

- 2.1 To establish a structured procedure for submitting complaints about harassment and for investigation of such complaints;
- 2.2 Handle, effectively and without delay, cases of harassment, in addition to doing everything in the Institute's and FGS's power to prevent repetition of the harassment towards the person filing the complaint and others.

3. What is harassment?

Harassment in studies and research is a behavior towards a person, repeated in several separate occasions, which may create a hostile environment for the person, including one or more of these behaviors:

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- 3.1. Engaging in derogatory, humiliating, or harmful treatment towards an individual, which may include violating the terms of study or research including damaging the future of his/her study or research for reasons unrelated to the issue at hand;
- 3.2. Disrupting the ability of a student or postdoctoral fellow to conduct research, including by imposing unreasonable demands or creating adverse conditions for their study or research.
- 3.3. Creating an atmosphere of fear and intimidation for a student or a postdoctoral fellow, including through actions such as shouting, cursing, instilling fear in damaging their scientific future or making false accusations, or spreading harmful rumors;
- 3.4. Wrongfully attributing a student's or postdoctoral fellow's research results, achievements, and successes to another person, or wrongfully attributing another's failures to the student or postdoctoral fellow;
- 3.5. Isolating an individual professionally or socially.

4. Prohibition of harassment

It is prohibited for any individual to engage in harassment, including in the context of study and research activities.

5. The FGS's role in relation to harassment of students and postdoctoral fellows

- 5.1 Serve as contact for all matters related to the mistreatment of students and postdoctoral fellows.
- 5.2 Provide guidance and counsel to the Institute's authorities with regards to the prevention and handling of instances of harassment of students and postdoctoral fellows.
- 5.3 Offer information, guidance, direction, and advice to those who seek it, as well as those deemed to be in need of guidance or counsel within its purview.
- 5.4 Receive complaints concerning harassment of students and postdoctoral fellows at the Institute, assess their validity, and manage them at its discretion.
- 5.5 Address incidents of harassment committed by a student or postdoctoral fellow against another student, following the guidelines outlined in the [Disciplinary Actions procedures](#).

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- 5.6 Recommend to the authorized Institute authorities the implementation of necessary actions, temporary or permanent measures, as deemed appropriate, to prevent harassment of students and postdoctoral fellows.
- 5.7 Take any further action, at its discretion, to fulfill its responsibilities in accordance with legal provisions and this procedure.

6. Authorities of the FGS's Dean

Without derogating from Section 5 above, in the event of a harassment complaint involving a student or postdoctoral fellow at Institute, the Dean of the FGS is authorized to take necessary interim measures, which may include:

- 6.1 Promptly suspending supervision of students and postdoctoral fellows within the research group linked to the reported harassment cases, pending the completion of investigations by designated authorities at the Institute;
- 6.2 Temporarily suspending a student or postdoctoral fellow, against whom a harassment complaint has been filed, from their studies until the investigation of the complaint(s) is finalized in compliance with the Disciplinary Actions procedure.

7. Contact information

The FGS encourages students and postdoctoral fellows at the Institute who experience harassment to not hesitate and promptly contact the FGS management or team or the Student Complaints Commissioner.

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