

Guidance in relation to the International Holocaust Remembrance Alliance's (IHRA) working definition on antisemitism

1. We take great pride in the diversity of our community and we are committed to ensuring that the College is a safe and welcoming environment for all. All members of our community have the right to be treated fairly and with dignity and respect and have the right to enjoy a working and learning environment which is free from all forms of bullying, harassment and discrimination on any grounds, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
2. Antisemitism and other forms of discrimination or hate crime have no place at the College and will not be tolerated.
3. The College has adopted the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism as guidance and will have due regard to that definition as appropriate and take it into consideration when interpreting and understanding antisemitism if and when raised in the College context.
4. Our approach in relation to the IHRA definition does not affect the application of equality law and the rights it affords to members of our community or our commitment to provide an environment free from harassment and discrimination. It also does not affect our legal obligations and the legal rights of our staff and students in relation to freedom of speech and expression, including to discuss and question difficult and sensitive topics, views and opinions, provided that is done responsibly, with respect for others and within the law.
5. A Guidance on Antisemitism can be found in the following link:

<https://www.holocaustremembrance.com/node/196>

6. For ease of reference, we set out below the IHRA working definition of antisemitism:

'Antisemitism is a certain perception of Jews which may be expressed as hatred of Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.'

7. The IHRA provides illustrative examples of anti-Semitism to which the College will also have due regard with the clarifications/ caveats (as recommended by the Home Affairs Select Committee in 2016):

"Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- *Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.*
- *Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.*

- *Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.*
 - *Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).*
 - *Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.*
 - *Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.*
 - *Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavor.*
 - *Applying double standards by requiring of it a behavior not expected or demanded of any other democratic nation.*
 - *Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.*
 - *Drawing comparisons of contemporary Israeli policy to that of the Nazis.*
 - *Holding Jews collectively responsible for actions of the state of Israel.”*
 - Antisemitic acts are criminal when they are so defined by law (for example, denial of the Holocaust or distribution of antisemitic materials in some countries).
 - Criminal acts are antisemitic when the targets of attacks, whether they are people or property – such as buildings, schools, places of worship and cemeteries – are selected because they are, or are perceived to be, Jewish or linked to Jews.
 - Antisemitic discrimination is the denial to Jews of opportunities or services available to others and is illegal in many countries.
8. The College has also included the following with the clarifications/ caveats (as recommended by the Home Affairs Select Committee in 2016):
- *“It is not anti-Semitic to criticise the government of Israel, without additional evidence to suggest anti-Semitic intent*
 - *It is not anti-Semitic to hold the Israeli government to the same standards as other liberal democracies, or to take a particular interest in the Israeli government’s policies or actions, without additional evidence to suggest anti-Semitic intent.”*