Materials from February 14, 2024 Parents' and Students' Meeting with President Ryan, Provost Ian Baucom Dean Christa Acampora, Provost Ian Baucom, Vice President of Student Affairs Kenyon Bonner and Maragaret Noland, Chief of Staff to the President

I. **Meeting Agenda and other Written Materials Provided Prior to and at Meeting**
II. **Script/Notes of Parents' Presentation at Meeting**
III. **List of Antisemitic Events Described By Students During Meeting**
IV. **E-mail response from President Ryan dated February 16, 2024**

I. Meeting Agenda and other Written Materials Provided Prior to and at Meeting.

HOOS for JEWS

Agenda

February 14, 2024

I. Introduction

II. Jewish Identity

III. Antisemitism and Disparate Treatment at UVA

IV. Action Items to Fight Antisemitism at UVA

V. Student Experiences

Thank you for taking the time to meet with us.

HOOS for JEWS

Resources/Websites

February 14, 2024

Anti Defamation League (ADL) - www.ADL.org and notoleranceforantisemitism.adl.org

- Meredith Weisel (Regional Director) - mweisel@adl.org

Stand With Us - www.standwithus.com

- Robert Jacobs – (206) 650-4795 robj@standwithus.com

Center for Combatting Antisemitism - StandUpToHatred.com

Hillel International - hillel.org

- Campus Climate Initiative

Jewish Community Federation of Richmond (JCFR)

- Daniel Staffenberg (CEO) - Daniel@jewishrichmond.org
- Debra Rodman (Dir. of Jewish Community Relations Council - JCRC) Drodman@jewishrichmond.org

HOOS for JEWS

Action Items

February 14, 2024

1. Identify and Acknowledge Antisemitism as a distinct problem on Grounds
    1. IHRA definition

2. Address and Communicate about Antisemitism on Grounds
    1. Include Antisemitism in DEI
    2. Dedicated Antisemitism subcommittee of task force
    3. Statement to UVA Community

3. Enforce Campus Policies for Students and Faculty

4. Student and Faculty Education on Antisemitism, Zionism, and Israel (Model Truth Seeking)

5. Make reporting incidents anonymously less cumbersome

6. SJP Charter Removal from the list of approved CIO



StandWithUs

A GUIDE TO UNDERSTANDING & ADOPTING IHRA WORKING DEFINITION OF ANTISEMITISM

The first step to fighting antisemitism is to define it.

TOOLS FOR ACTIVISM

SCAN FOR THE FULL STANDWITHUS BOOKLET LIBRARY

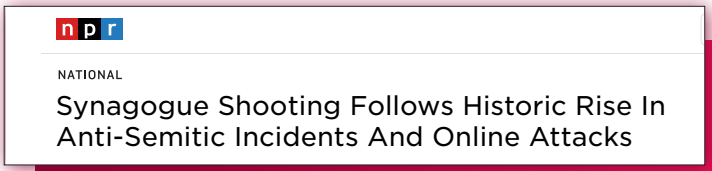


What is the problem?

Antisemitism: The oldest hatred is a growing threat

In the decades after the Holocaust and expulsion of Jews from Arab states, many assumed that hatred against Jews was on the decline. Yet this dangerous virus has emerged again around the globe.

Cases of assault, harassment, and vandalism against Jews are at near-historic levels in the U.S., Canada, the UK, and worldwide. Although less than two percent of the U.S. population is Jewish, the FBI reports that over 50 percent of religiously motivated hate crimes are directed against Jews.



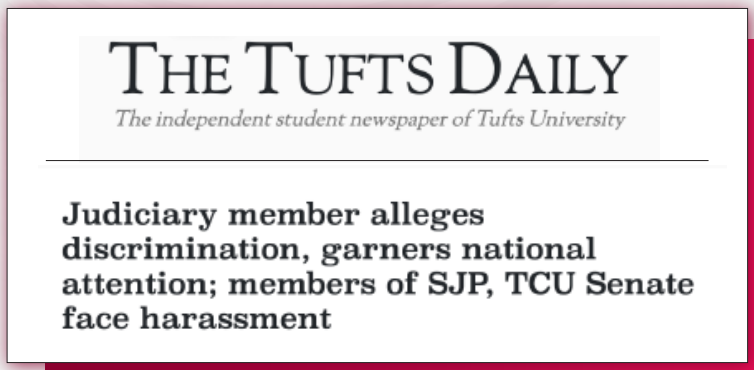
In person and online, from coast to coast and across the world, there are unprovoked attacks against Jews and Jewish institutions. Synagogues and Jewish centers are vandalized, and there are attempts to breach synagogues while worshipers are inside, with the intent to harm. The majority of U.S. Jews report experiencing antisemitism.

The memory of the deadly attacks in synagogues in Pittsburgh and Poway have made American Jews feel more vulnerable than anyone could have imagined. Jewish students—especially those who wear Jewish symbols, support Israel's existence, and refuse to reject their religious, ethnic, and/or national identity—often find themselves subject to discrimination, bullying, and racism.

Antisemitism Snapshot

ITALY: Zoom bombers shout “Jews to the ovens” at the online launch of a book about the Holocaust.

TUFTS UNIVERSITY: Max Price, a member of the Tufts Community Student Union Judiciary, was threatened with impeachment because he identified with his Jewish heritage and connection to Israel.


THE TUFTS DAILY

The independent student newspaper of Tufts University

Judiciary member alleges discrimination, garners national attention; members of SJP, TCU Senate face harassment

UNIVERSITY OF CONNECTICUT: Swastikas were painted on the chemistry building on the first day of Passover and again a couple of days later on another building nearby.

RUTGERS UNIVERSITY: AEPi, a predominantly Jewish fraternity, was egged on Yom HaShoah, Holocaust Remembrance Day.

LOS ANGELES: A group waving the Palestinian flag confronted diners in a restaurant. They asked who was Jewish before viciously assaulting a Jewish man and a Lebanese Christian man who came to his defense.


Los Angeles Times

CALIFORNIA

L.A. sushi restaurant attack is being investigated as an antisemitic hate crime

LOS ANGELES: Anti-Israel demonstrators in a caravan chased an Orthodox Jewish man through a parking lot as he ran away on foot.

BAHÍA BLANCA, ARGENTINA: A building belonging to the Jewish community was vandalized with graffiti saying, “We are going to kill you” and “Jewish rats,” alongside a Jewish Star of David.

NEW YORK CITY: Joseph Borgen, 29, was beaten by a group of people shouting antisemitic statements in the middle of a New York street.


Newsweek

NEWS

Joseph Borgen, Jewish Man Beaten in NYC Attack, Says Face 'Felt Like It Was on Fire' as Suspect Arrested

BERLIN, GERMANY: A visibly Jewish man was approached by three men and punched in the face.

LONDON: In central London, an anti-Israel protester walked through the streets with a group, shouting, “We’ll find some Jews there!” and “We want the Zionists! We want their blood!” Video footage shows a police officer taking no action in response.

TORONTO, CANADA: Anti-Israel protesters violently attacked and injured pro-Israel protesters and reportedly sexually assaulted a Jewish woman.

VIENNA, AUSTRIA: A non-Jewish woman was harassed and assaulted on the train for reading a book about Jewish history. Police were investigated for responding to the incident with disinterest and even suggesting she shouldn’t have been reading the book.

MONTREAL, CANADA: Two kosher bakeries were targeted by arsonists.


MONTREAL GAZETTE

News / Local News

Montreal police investigate suspicious fire at bakery in St-Laurent

Police are trying to determine whether the fire is related to a similar incident this month at another kosher business in the same strip mall.

BOSTON: Rabbi Shlomo Noginski was stabbed eight times outside a Jewish school by an individual with a documented history of antisemitism.

SYRACUSE, NY: A group of Syracuse University students was verbally harassed with antisemitic slurs and egged by someone in a vehicle.

Antisemitism Snapshot

These incidents are a very small sample of the bigotry Jews experience today.

Skyrocketing antisemitism on social media



The recent spate of antisemitic attacks is being fueled in part by activities on social media, where conspiracy theories spread quickly and easily without being fact-checked. The failure of social media platforms to stop the spread of hatred against Jews online only serves to fan the flames of a reality in which antisemitic incidents are higher than they have been in decades.

ANTISEMITISM IS A PROBLEM, AND IT WON'T SOLVE ITSELF!

Why is a widely accepted modern definition of antisemitism needed?



1 Antisemitism evolves over time.

Antisemitism "mutates" and can occur in new ways that are hard for leaders and institutions to identify. Anti-Jewish bigotry was once focused on the religion of Jews, vilifying them for not accepting Christianity or for other aspects of their religious beliefs and traditions that made them different. Then it focused on the notion of race, demonizing Jews for being inferior to "pure-white" Aryans. It has focused on economic issues, accusing Jews of being either capitalists or communists.

It can connect to nationalism, first faulting Jews for being stateless and later discriminating against Jews for having their own state. It comes from the far left, the far right, Islamist extremist groups, and others. Often, these groups will take the same antisemitic slur or conspiracy theory and change it slightly

to fit their audience's political and cultural biases. We can't fight the antisemitic virus of today if we only recognize the version from 1942. Because antisemitism comes in many forms, people may have no idea when they are witnessing—or even engaging in—antisemitism.

2 Perpetrators attempt to camouflage their antisemitism.



Without a consistent definition, those who promote antisemitism will attempt to define the term to exclude their own bigotry. As famed historian Raul Hilberg noted, "The Nazis did not call themselves anti-Semites." Those who engage in modern forms of antisemitism are often no different. Perpetrators target Jews for supporting Israel's existence yet claim that their intent was "anti-Israel, not anti-Jewish." At multiple universities, organizations that oppose Israel's existence—a stance the vast majority of Jews see as antisemitic—have pushed their own "definitions of antisemitism." Naturally, these self-serving definitions are crafted to exclude the forms of hatred these groups promote.


The Guardian
For 200 years

The long read

Debunking the myth that anti-Zionism is antisemitic

All over the world, it is an alarming time to be Jewish - but conflating anti-Zionism with Jew-hatred is a tragic mistake

There are many other deeply disturbing examples of how the line is crossed. For instance, Grafton Thomas, the man guilty of a murderous machete attack in Monsey, NY, googled "Zionist temple near me" to select his target during the Jewish holiday of Chanukah.


CBC

Montreal

Suspect charged after swastikas painted on Westmount synagogue

In Montreal, an admitted supporter of the anti-Zionist Boycott, Divestment, and Sanctions (BDS) movement was arrested for painting swastikas on a synagogue of the largest city in Canada's Québec province. He also had a tank of gasoline to set the temple on fire. This was not the first time someone with anti-Zionist views vandalized a Jewish synagogue.



Zionism means support for the basic rights of Jewish people to self-determination in their 3,000-year-old ancestral home. The incidents above highlight the importance of providing communities, organizations, educational institutions, and others with a definition that recognizes Zionism as a central part of identity for many Jews, and not merely a political point of view.

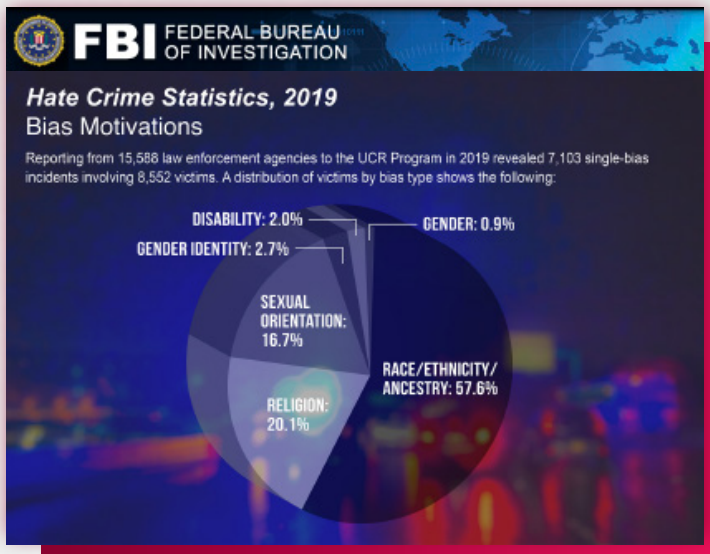
3 Like all groups, Jews define their own experiences of oppression.

Our society generally accepts that each community gets to define its own oppression. One gender doesn't get to tell the other what is sexist toward the latter. One group doesn't have the authority to determine what behaviors are racist toward another group. Jews have the right to define how they experience antisemitism, especially in environments where antisemitic incidents are commonly dismissed. Yet, in an American Jewish Committee survey of young adults, two-thirds said it would make no difference to them if a "Jewish person or organization considered a statement or idea to be antisemitic." Antisemitism cannot be taken seriously if the experiences of its primary targets—Jews—are dismissed. If this hatred is not taken seriously, it will grow unchecked.

4 Confusion about antisemitism leads to:

A. UNDERREPORTING.

To record and track antisemitism, we need to know what it is. Collecting data about antisemitism is an important tool in fighting this hatred. According to a recently released American Jewish Committee Report, *more than half* of Americans, 18 to 29 years old, said they didn't know the meaning of the word antisemitism. Thirty percent said they had heard the term but were not sure what it meant. Almost a quarter said they had never even heard the word at all.



B. LACK OF JUSTICE.

Antisemitic acts are often not identified because of a lack of clarity about what antisemitism is.

Ilan Halimi, a 23-year-old French Jew, was tied up, stripped naked, gagged, beaten, humiliated, mutilated, and set on fire while still alive. Subscribing to an antisemitic stereotype that all Jews are rich, the perpetrators abducted and held him for ransom. There was no charge of antisemitism as an aggravating factor in this murder case until the trial was in progress and the perpetrator demonstrated his contempt for "Zionist terrorists" and "bearded men wearing kippahs." Only then did magistrates add antisemitism as an aggravating factor.

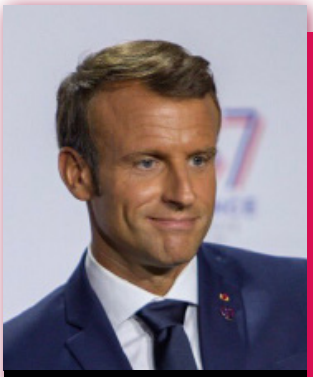


Plaque of the Jardin Ilan Halimi, in the 12th arrondissement of Paris.

Photo by Poulpy - Own work, CC BY-SA 3.0, https://commons.wikimedia.org/w/index.php?curid=15105481

C. MORE CRIME.

Antisemitism, undiagnosed and unrecognized, has led to increased violence against Jews. On February 19, 2019, French President Emmanuel Macron warned his nation,



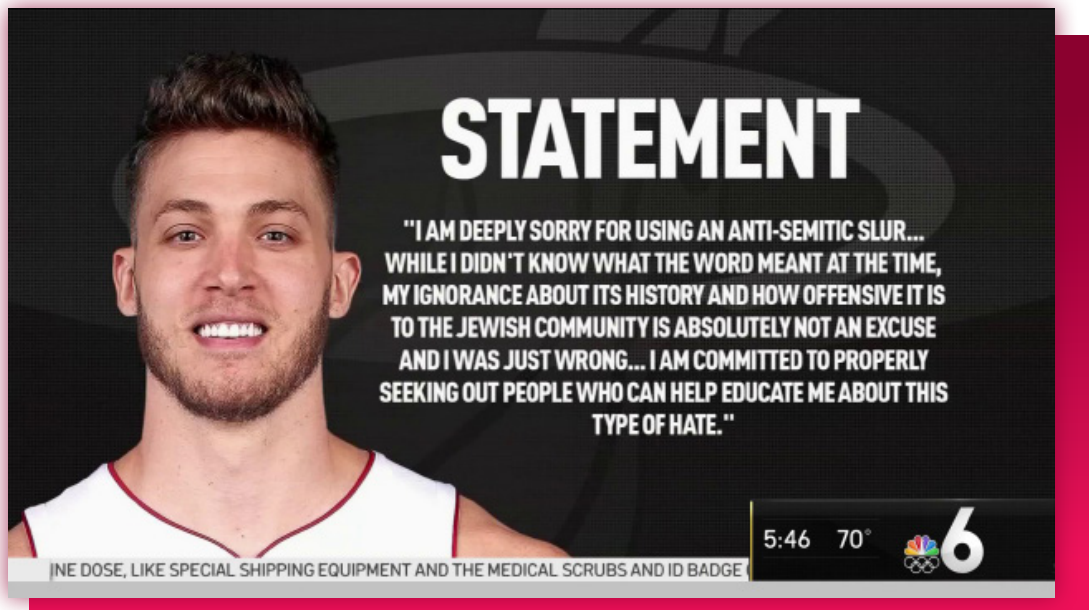
French President Emmanuel Macron

"For the first time in many years, antisemitism is killing people again in France," **and acknowledged that French authorities** ***"did not know how to react effectively."***

Other countries are also finding themselves in the same dangerous situation.

5 Lack of understanding leads to unintentional antisemitic activity.

When individuals fail to understand antisemitism, they may engage in antisemitic rhetoric or conduct without meaning to. There are numerous examples of people being publicly exposed for promoting antisemitism, only to respond that they did not fully understand the meaning of what they were saying. Education, including through a consistent definition, allows people to avoid promoting bigotry against Jews unintentionally.



INTERNATIONAL HOLOCAUST REMEMBRANCE ALLIANCE

THE IHRA WORKING DEFINITION OF ANTISEMITISM

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward 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.

The Definition includes examples that describe 11 ways Jews may experience antisemitism today, taking into account the overall context:

- 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.

These examples focus on many different forms of antisemitism from across the political spectrum. Some are rooted in hateful ideas that have been around for centuries, while others are newer.

Regarding Israel, IHRA states that "criticism of Israel similar to that leveled against any other country cannot be regarded as antisemitic." However, it also recognizes that rhetoric and actions related to the world's only Jewish state can and do sometimes cross the line into bigotry against Jews.

Why Use the IHRA Definition? This definition was developed by experts who express the needs of the victims rather than the biases of the perpetrators. The International Holocaust Remembrance Alliance is an international network of leading academics, museum heads, and nonprofit leaders from 35 countries that promotes Holocaust research and education. In 2016, facing rising antisemitism around the world, IHRA drafted a definition of antisemitism aimed at helping countries, institutions, and organizations recognize, monitor, and record antisemitism.

The IHRA Definition is the consensus-driven choice of the world's democracies and has been adopted or endorsed by a wide range of governments, institutions, and organizations. It has been:

- Posted on the U.S. State Department website since 2010.
- Used by the U.S. Departments of Education, Justice, and State.
- Adopted by governments of over 30 countries.
- Signed onto by the 35 governments that are members of IHRA.
- Used by the Justice Ministries of Austria and Germany.
- Adopted by the European Union.
- Adopted by the Global Imams Council.
- Supported by both Republican and Democratic presidential administrations.

Visit www.standwithus.com/ihra for updates on the adoption of the IHRA Working Definition of Antisemitism.

ADOPTING AND USING IHRA CAN:

Raise Awareness
ABOUT ANTISEMITISM

Help Identify Cases
INVOLVING ANTISEMITISM

Increase Reporting
OF ANTISEMITIC INCIDENTS

Assess Intent
OF CRIMINAL ACTIVITY

Assist In Data Recording
ABOUT ANTISEMITISM



MISCONCEPTIONS AND MISINFORMATION

What does the IHRA Definition *not do*?

There has been controversy, and sometimes misinformation, about the IHRA Working Definition. Here are some of the claims made by critics, along with facts and context responding to those claims.

CLAIM 1

*The IHRA Definition is **redundant**; we already have non-discrimination laws.*

RESPONSE

The IHRA Definition is not a law. It is simply a guiding tool for how to apply existing rules and laws where antisemitism may be involved. The IHRA Definition is the international consensus definition of antisemitism; there is nothing else that provides this type of consistency and clarity. Moreover, if current laws were sufficient without a definition of antisemitism, we would not see ongoing confusion about how to identify, report, and address antisemitism.

CLAIM 2

*The IHRA Definition **infringes** upon First Amendment (free speech) rights.*

RESPONSE

The IHRA Definition does not require or prohibit any speech at all. It is not a law that can be enforced. Like any definition in a dictionary, it is a tool for identifying antisemitism, not silencing or punishing any type of speech. Leaders and institutions have their own free speech rights and responsibilities to condemn incidents of hatred and bigotry, and even use them as teachable moments. Referencing IHRA to confront cases of antisemitism in this way does not violate anyone's free speech rights because no one has a right to be free from

criticism for promoting hate. Nor does the IHRA Definition have a "chilling effect" on criticism of Israel, as evidenced by the massive amount of criticism we see in many contexts around the world.

CLAIM 3

*The IHRA Definition **punishes/silences** criticism of Israel by labeling it as antisemitism.*

RESPONSE

This is blatantly false. In fact, the IHRA Definition expressly recognizes that criticism of Israel, similar to criticism leveled at other countries, cannot be regarded as antisemitic. Israel-related examples within the IHRA Definition include the use of double standards, demonization, and/or delegitimization, not mere criticism. As noted previously, nothing in the IHRA Definition punishes or silences any speech, including speech about Israel, whether antisemitic or not.

CLAIM 4

*The IHRA Definition **singles out** Jews for special (i.e., privileged) treatment.*

RESPONSE

The IHRA Definition is not a form of special protection or treatment. It provides an understanding of what constitutes an existing form of bigotry/discrimination that can be difficult to identify because of the way it changes and appears in many different ways.

CLAIM 5

*Adoption of the IHRA Definition **harms** Palestinians.*

RESPONSE

Identifying bigotry or discrimination against one group does not harm any other group. Those who choose to "support" the Palestinian people by engaging in bigoted speech

against Jews or Israelis may continue those efforts. The IHRA Definition may identify some of that speech as antisemitic, but it does nothing to silence or punish that speech. Moreover, the desire of some to engage in bigoted speech is not a reason to shy away from identifying and condemning that speech for what it is (i.e., racism, sexism, antisemitism, etc.).

CLAIM 6

*The IHRA Definition and/or its supporters are too **rigid** or "dogmatic."*

RESPONSE

Words matter. The text of the Definition must be the starting point for discussions about fighting antisemitism at an institutional level. The Definition is explicitly worded in non-dogmatic terms, with words such as "may," "might," and "could." None of the examples of antisemitism provided within the Definition are automatically judged to be antisemitism without examining the context. The Definition makes clear that context is key: "Contemporary examples of antisemitism…could, taking into account the overall context, include."

Take the First Step in Combating Antisemitism!

Have **YOUR** institution, agency, organization, department, church, synagogue, temple, tribe, mosque, club, city, village, library, school, sports team, and/or business adopt the IHRA Working Definition of Antisemitism.

TO START, GO TO

www.standwithus.com/ihra

StandWithUs

Through a generous partnership with Evelyn and Dr. Shmuel Katz, StandWithUs has been able to produce cutting-edge print materials for over two decades. Students, community members, and activists worldwide have used our popular booklets and brochures to educate the public about Israel and antisemitism.

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7/23

II. Script/Notes of Parents' Presentation at Meeting

To President Ryan, Provost Baucom, Vice President Bonner, and Dean Acampora:

As a parent of two students here at UVa, who have both experienced antisemitism throughout their lives, including here on Grounds, I appreciate the opportunity to address you today.

Anti Semitism refers to hostility or prejudice against Jewish people. Incidents have been steadily increasing in recent years, with an almost 400% spike since the October 7th massacre in Israel.

My two and other UVA Jewish students have reported their experiences through the 'just report it' system hoping that antisemitism incidents would be addressed. However, the responses received have been generic acknowledgments via email, offering assurances of available resources. Similarly, emails and letters sent to UVA administrators from concerned parents have been met with generic replies leaving the hostile environment unaddressed.

Jewish students and parents are perplexed by the lack of action taken and the disparity in treatment compared to other minority groups. Our inclination is that the reason strong actions have not been taken and codes of conduct have not been enforced is because the administration feels the incidents are a free expression of politics, which is not the case here. There is an integral connection between Jewish identity and Israeli homeland that is being mislabeled as political. Often, rhetoric mislabeled as political becomes protected as free speech.

It is crucial that you, the administrators understand that the antisemitic incidents reported are not political and fall directly in line with UVA's codes of conduct addressing discrimination. These incident reports stem from genuine feelings of threat due to one's identity and heritage.

I'd like to provide some often misunderstood information about Jewish identity, specifically the ethno-national aspect of Jewish identity that will help in understanding the impact of the current campus anti semitic climate. For most Jews, including ones who've never been to Israel, like my family, Jewish identity includes a deep, identity-level connection to the ancestral Jewish homeland of Israel, which includes a belief in the right of the Jewish people to live and thrive in that land–that is Zionism. Much of the activity on Grounds (as on other campuses right now) is a direct attack against that component of Jewish identity. Zionist Jewish students are being discriminated against. They are being marginalized, demonized, and at times outright threatened and assaulted because of this aspect of their Jewish identity.

For example, when their fellow students march through campus or bellow from bullhorns things like "Globalize the Intifada!" or "From the River to the Sea, Palestine will be Free!" - These Zionist Jewish students do not hear mere political disagreement with Israeli practices or policies as you may think (which would be legitimate political expression) but that's not what these phrases ACTUALLY mean. When you understand and accept that the term "intifada" refers to violent terroristic uprising activity targeting Jews (first in Israel, then globally), or that "From the

River to the Sea..." seeks to make the entire area that is now Israel - from the Jordan River to the Mediterranean Sea - "free" from Jews (note: this would mean eradicating roughly half the world's Jewish population), then you can understand why Zionist Jewish students hear a clear threat in such language that sends a chill down their spines.

When you understand that SJP received a "Toolkit" from the National SJP organization reminding student chapters of SJP that they are not merely "in solidarity" with the so-called "resistance" (i.e., terrorist) movement led by Hamas against Israel but are in fact "part of it." Part of "a terrorist group whose fundamentally immoral non-negotiable goal is eradicating Jews." When you understand this, you'll understand why it feels so terrifying on Grounds day-in/day-out for Jewish students. You'll hear directly from some of them shortly.

I hope now you're starting to know that when students report incidents, it is not "a political ploy" as was stated in this past November's Daily Progress letter signed by Professor Ogunnaike who is part of UVA's newly formed Religious Diversity and Belonging task force. Instead, they are real threats of discrimination and harassment felt by Jewish students living in a hostile campus environment.

I hope now you understand that a statement against Zionism such as "From the river to the sea," is palpable as it is heard as a direct personal threat.

Allow me to illustrate with a recent incident involving Boris, a Jewish UVA student who encountered a poster in the Alderman library advocating for the destruction of the Jewish state with "from the river to the sea, Palestine will be free." There was a QR code that linked to a 17-page document containing offensive disinformation about Israel and calling for the eradication of the Jewish State where some of Boris' friends and family live. Boris reported to 'Just Report It" explaining the phrase is hate speech and promotes an unsafe intimidating environment for Jewish students. In his words "I got a meeting with the general dean who told me that the university will not do anything about it."

Not do anything about it? We all know that if fliers mentioned threatening sentiments against any other minority, there would be dire repercussions and codes of conduct would be enforced on the creators of the offending document.

Imagine Jewish students who continue to hear chants and calls for Intifada wherever they go on Grounds. And then imagine the hate speech targeting one's own personal identity and homeland is being normalized, and administrators are telling students like Boris, "The university will not do anything about it." According to UVA's Student Rights, UVA is obligated to provide an environment free from discrimination, an environment conducive to learning and of course a safe environment whereby students can function in their daily activities without unreasonable

concerns for personal safety. Jewish UVA students are not feeling safe.They are feeling stressed, discriminated against and unsafe which is not the environment promised to them.

Similarly, Matan, who is here with us today, endured verbal, emotional, and physical harassment (such as being spat upon at least 3 times)) to the extent that he felt compelled to conceal his Jewish identity by no longer wearing a yarmulke. Other Jewish students including mine, now conceal their star of David necklaces. In essence these students are hiding–hiding their identity reminiscent of the times in 1930s/1940s Nazi Germany. These acts of intimidation and threats of violence against Jewish UVA students solely based on their national, religious, and ethnic identity are disturbing , frightening and clearly go against the university's anti-discrimination policies.

Provost Baucom, you mentioned in an email that there have been few reported incidents of antisemitism compared to other universities. First, a university finding themselves on a list of anti semitism should be appalled as 1 is too many. Second, please consider the reasons behind the under-reporting. 1) students have been encouraged by Annie and Truman at Hillel and in private with UJC but students don't b/c they fear retaliation from the perpetrators. 2) they've heard from Jewish peers like Boris that UVA's administration will not address their problems.

I've shared two incidents today and am leaving you with a list of antisemetic incidents we know about which underscores the urgent need to END the disparate treatment and for appropriate consequences to be enacted to ensure the safety and well-being of Jewish students here. Provost Baucom, President Ryan, Vice President Bonner, and Dean Acampora, your leadership is paramount in addressing these issues and to stop discrimination against Jewish students at UVA.

Antisemitism and Inequitable Treatment at UVA

I. UVA's Jewish community has been subject to blatant and widespread antisemitism, which violates UVA's Preventing and Addressing Discrimination and Harassment policy. UVA has done nothing.

The lack of the University's response has been appalling, even more so given the rapid and forceful response the University has taken in other situations.

The University's Preventing and Addressing Discrimination and Harassment policy (HRM-009) ("PADH") prohibits discrimination, which it describes as "Inequitable treatment by the University of a person based on one or more of that person's protected characteristics or statuses, excepting any treatment permitted or required by law."

PADH also prohibits harassment, which it describes as "Unwelcome conduct directed against a person based on one or more of that person's protected characteristics or statuses, which conduct is so severe or pervasive that it interferes with an individual's employment, academic performance or participation in University programs or activities, and creates a working, learning, program or activity environment that a reasonable person would find intimidating, hostile or offensive."

Various individuals and groups have engaged in harassment, as described below. The University, however, has simply refused to punish those groups that harass Jews, while it has condemned and punished other groups for engaging in less significant harassment against other protected groups, and even inanimate objects. In other words the University is engaging in inequitable treatment of UVA's Jewish community. Per the PADH, that is discrimination. It is happening in plain sight. The perpetrators of the harassment know UVA is doing nothing, which makes the situation even worse.

II. Examples of Inequitable Treatment and Harassment:

a. October 2022 noose incident v. 2023 mask incidents

i. October 2022 Noose Incident

In October 2022, an individual placed a noose around the Homer statue on Grounds. The administration's response. President Ryan said:

> A noose is a recognizable and well-known symbol of violence . . . There is simply no place in our community for this type of conduct, and we will undertake every measure to find out who did this and to hold them accountable."

The perpetrator was arrested by a UVA Police department officer and charged with a Class 6 felony: Virginia Code § 18.2-423.2. Displaying noose on property of another or a highway or other public place with intent to intimidate. When President Ryan issued the statement above, there was no evidence of an intent to intimidate. Eventually, that felony charge was dropped because there was no intent to intimidate.

ii. 2023-2024 Mask Incidents

UVA undertook every measure to arrest and charge the perpetrator of the noose incident. It has done nothing, however, with regard to another Class 6 felony despite all of the elements of that felony undeniably occurring, over and over again, in broad daylight on Grounds.

Virginia Code Section § 18.2-422 prohibits a person over 16 from wearing a mask in public with the intent of concealing his/her identity. Violation of this statute is a Class 6 felony.

On October 25, 2023 at 12:30 pm, UVA's chapter of Student for Justice in Palestine ("SJP") held a "Walkout for Gaza" on Grounds. Prior to the walkout, the organizers, which included not only SJP but numerous other UVA-approved and funded student groups (called "Contracted Independent Organizations" or "CIOs") published a "Safety Protocols" (attached as Exhibit A). The first line of the document is "Wear a mask/hat/sunglasses to protect your identity." The document also instructs rally participants to "avoid wearing identifiable items such as jewelry with your name on it and cover up recognizable tattoos, birthmarks or piercings." Those instructions were also issued for at least one subsequent SJP-organized rally.

During the October 25, 2023 rally, dozens of people wore masks. The intent of wearing the mask, based on the "Safety Protocols" was to conceal the identity of the event's participants. In addition, the CIOs that organized the event communicated and coordinated with each other to have people wear masks with the intent to conceal their identities. Conspiring to commit a felony is itself is a felony. The foregoing activities were reported to President Ryan, UVA's police department and discussed with UVA's general counsel office. No one has been arrested. As recently as a few weeks ago, SJP event participants continued to wear masks. UVA police officers were present at the October 25, 2023 rally and continue to observe SJP event participants in masks. While UVA's police arrested an individual and charged him with a felony for displaying a noose in 2022 despite no evidence of intent to intimidate, UVA has done nothing with regard to the mask-wearers, despite their undeniable intent to conceal their identity.

Virginia Code Section § 18.2-422 is not an obscure law. Less than three weeks after the October 25, 2023 "Walkout for Gaza", the City of Alexandria sent a notice to its residents (Exhibit B) threating to arrest people for wearing masks for the purpose of hiding their faces.

We have yet to hear an explanation as to why UVA issued a strong statement and enthusiastically prosecuted the noose statute but has done nothing with regard to the egregious violations of the mask statutes.

The violation of the mask law has real world consequences. A student who has been repeatedly harassed because of he is a Jew, Matan Goldstien, has not been able to identify his assailants because they were wearing masks at SJP rallies.

We asked President Ryan to enforce the plain letter of the law and instruct UVA Police to arrest lawbreakers.

b. March 2021 "Burn it all down" poster v. SJP flyers and statements.

i. March 2021 Burn it all down" poster

In March 2021, UVA removed a poster from a student's door on the Lawn. The poster included the words "Burn it all down." UVA took swift action. It removed the poster without the owner's consent and issued the following statement: "The phrase "Burn It All Down" directly encourages a violent act. The quote included on the sign suggests that "nonviolence" is ineffective against UVA, which further encourages violence."

ii. SJP flyers and statements.

On October 7, 2023, thousands of terrorists committed vile and, literally, unspeakable crimes against thousands of Jews. The horrors have been universally described as not simply a terrorist attack or an act of war, but rather a horrific antisemitic attack by Hamas, a group with the goal of murdering and torturing Jews. Examples of the descriptions of the attack and Hamas include:

- Secretary of State Blinken, 2/8/24: Hamas is "an enemy that has declared publicly its goal: to kill as many innocent civilians as it can, simply because they're Jews."

- French President Emmanuel Macron, 2/6/24: the 7 October Hamas attacks on Israel were "the largest antisemitic attack of our century".

- Rep. Richie Torres, 1/12/24: "I found it utterly horrifying to see fellow Americans openly cheering and celebrating the deadliest massacre of Jews since the Holocaust. And for me, the aftermath of Oct. 7 revealed a barbarity of the American heart that reminded me of an earlier and darker time in our nation's history, a time when the public mobs of Jim Crow would openly celebrate the lynching of African Americans."

On October 8, 2023, SJP issued a statement (Exhibit C) that glorified Hamas and supported its goals. A CIO on Grounds, SJP, extolled the virtues of Hamas and its barbarism, stating that "any means" are fair game in accomplishing Hamas' and therefore, SJP's goals, of killing Jews. Those expressions are unequivocally threats against Jews at UVA. It is absurd that we have to explain to the top administrators at UVA that threats against Jews violate the PADH.

The October 8, 2023 statement wasn't the only egregious, blatant threat made by SJP against UVA's Jews. In order to publicize an October 12, 2023 rally, SJP published an image entitled "Decolonization is not a Metaphor" (Exhibit D). The flyer included a picture of a Hamas bulldozer knocking a hole in the fence separating Gaza from Israel on October 7. That picture cropped out the murderers, rapists, and kidnappers streaming through the fence, marking the beginning of the October 7 slaughter, in the original picture of the event (Exhibit E). Despite the cropping, the message of the flyer was unmistakable. As Rep. Richie Torres said, SJP's flyer was equivalent to an invitation to celebrate a lynching. A flyer of a lynching, like the October 8, 2023 statement calling for the undertaking of "any means necessary" (i.e., killing, raping, torturing and kidnapping Jews), is unambiguously a threat against Jews at UVA. And, as noted above, SJP is not just making idle threats: many participants at its events are committing felonies on Grounds at its rallies.

And yet, UVA did nothing. In 2021, UVA perceived the phrase "burn it all down" as a threat against buildings on Grounds. It issued statements and removed the offending poster. When SJP repeatedly threatened Jews on campus with the horrific violence in 2023, UVA did nothing. We specifically requested President Ryan to condemn the October 12, 2023 SJP poster soon after it was published. In response to one parent's request, he said, "It seemed to me unnecessary as well as unwise to elevate the statement of a single, small student group."

c. July 2020 Bettinger Incident v. SJP flyers, statements and chants.

i. Bettinger Incident

In July 2020, Bettinger, a student, allegedly made certain statements off Grounds that were heard by other students. Upon learning of the incident, UVA issued the following statement: "The University strongly condemns any threat directed at other members of our community. We are aware of the allegations on social media about a student's conduct with respect to a protest in the city and are actively investigating the matter."

ii. SJP flyers, statements and chants.

As stated above, the University has refused to not only take action, but not even to make a statement, in response to any of the egregious threats made in writing against the Jews on Grounds. The allegedly threatening statements in the Bettinger incident in 2020 were made by one student off Grounds. Meanwhile, in October 2023 dozens, if not hundreds, of students (many wearing masks to obscure their identity) shouted antisemitic chants calling for, at "best", ethnic cleansing of half the world's Jewish population from their historic homeland and, at worst, the murder of half the world's Jewish population. Those flyers, statements and chants, however, elicited no response from the University.

During our meeting with President Ryan, we mentioned the comments of a biographer of Medgar Evers, the groundbreaking civil rights activist who was tragically assassinated. When Evars grew up in Mississippi, it was effectively not a crime for a white person to murder a black person because the murderers were never prosecuted. Likewise, today at UVA, it is apparently not against UVA policy to be an antisemite.

III. UVA's Response is Even More Lackluster When Compared to the Responses on Other Campuses.

a. Ripping down hostage protest posters on other campuses v. UVA

i. NYU and GWU

A common expression of support for the victims kidnapped by Hamas is to post flyers with pictures of the victims. In response, in expressions of pure antisemitism, bigots have made a habit of ripping down the posters. New York University and George Washington University have suspended students for ripping down hostage posters because the act is antisemitic and violates the universities' antidiscrimination policies.

ii. UVA

Last semester, a UVA law student ripped down hostage posters hung by other law students. UVA identified the perpetrator. The punishment, according to an e-mail from Sarah Davies, Asst. Dean, was: "I have instructed that student not to remove anything from a kiosk in the future and I have been given assurances that the student will not remove anything from a kiosk again." NYU and GWU suspend students. UVA asks them to stop.

We asked that the student be suspended.

b. Northwestern University Arrests v. UVA Inaction

i. Northwestern Arrests

Students at Northwestern University were charged, a few weeks ago, with "theft of advertising services" for printing fake copies of Northwestern's student newspaper. The little-known statute appears to only exist in Illinois and California, where it was originally passed to prevent the Ku Klux Klan from distributing recruitment materials in newspapers. The statute makes it illegal to insert an "unauthorized advertisement in a newspaper or periodical." The students now face up to a year in jail and a $2,500 fine. It is unclear whether anyone has ever been prosecuted for that crime in Illinois.

ii. UVA Inaction

As stated above, UVA refuses to enforce the mask law, despite widespread and obvious violations.

c. Brandeis, Columbia, GWU and other universities banned SJP for rules violations v. UVA doing nothing despite repeated and widespread mask law violations

i. Brandeis, Columbia, GWU and Others

Numerous Universities have banned SJP chapters from their campuses due to violating rules about when and where they can protest.

ii. UVA doing nothing

CIO's at UVA have conspired with their members and each other to not just violate a policy, but to commit a felony. The conspiracy is itself a felony. The UVA CIO Terms and Conditions (STAF-002) state that "The CIO … represents that its activities and the activities of its members will not violate local, state, or federal law or the University's Standards of Conduct." CIOs at UVA have egregiously violated the CIO Terms and Conditions. UVA has done nothing.

We asked President Ryan to suspend or terminate the CIO status of any CIO participating in the conspiracy to violate the mask statute or whose members have violated that statute.

IV. Faculty Member Violation of UVA Political Activity Policy

A group of UVA faculty held a "teach in" at Nau Hall 101 on November 29, 2023 entitled, "Education in Action: A Teach-in on Palestine". The event was run by Profs. Fahad Bishara and Tessa Farmer. The event veered so far into the realm of propaganda, if not radicalization, that former Dean of UVA's College and Graduate School of Arts and Sciences said at the event, "I don't think much is accomplished when you don't allow Israelis or a spokesperson who want to present the Israeli viewpoint to share the platform . . . I'm struck by the fact that in the entire evening, no one has mentioned the Hamas Charter . . . Hamas has explicitly in its own charter called for the destruction of Israel and the killing of as many Jews." Bishara responded, "I never said that any of us had to be academic." Clearly, the event was not an academic event.

The event, however, was held in Nau Hall. The event was broadcast using a UVA Zoom account. Shockingly, the flyer promoting the event (Exhibit F) bore an orange banner at the top, with the UVA logo and the title "The Coalition of Concerned Faculty Members". It had all the trappings of a UVA-sponsored and endorsed event.

UVA's political Activity Policy states, in part, "The political positions assumed by members of the faculty are personal ones, and faculty members must ensure that they do not necessarily, nor even inferentially, imply that such positions are endorsed by the University. For this reason, a faculty member should avoid expressing such political positions on University letterhead." Clearly, the event violated that policy. Like everything else on Grounds where Jews are the targets, UVA has taken no action.

We asked President Ryan to punish the professors violating UVA's policy.

V. SJP's Intimidation of Faculty

Not only have students been harassed on Grounds, but also faculty have been intimidated.

Professor Robert Parham notified UVA's Office for Equal Opportunity and Civil Rights ("EOCR") of his experiences with SJP-organized rallies. Emily Springston, Associate Vice President at EOCR

responded, stating "Our office determined that we would not be able to conduct a formal investigation under the PADH Policy". When Professor Parham followed up with Dean Baskerville, he was told, "Should you continue to have concerns for your physical safety, I'd highly encourage you to reach out to SGT Ben Rexrode, with the University of Virginia Police Department. SGT Rexrode will be able to assist you with thinking through safety planning . . . ." In summary, Professor Parhm was told EOCR would do nothing and that the burden was on him to ensure he stayed safe on Grounds.

Professor Gerard Alexander, in his role of the director of UVA's Blue Ridge Center, was eager to host speakers that provided perspectives on Grounds that were not otherwise being presented. He lined up Bassam Eid, a pro-Israel Palestinian human rights activist to speak on February 13, 2024. While planning that event, asked for more speakers. After being presented with a list of speakers, Professor Alexander e-mailed the speaker's bureau on January 10, 2024, stating "I'd very happily host (1) Hussein Aboubakr, (2) Lian Najami, and (3) probably Kasim Hafeez (though less so), in order of my enthusiasm." He provided available dates to the speaker's bureau, which included March 19, 2024. On February, 9, 2024, a few days before the Bassam Eid event, the speakers bureau emailed back, stating, "Hussein has confirmed his availability for March 19th. Later that day, less than a month after he enthusiastically asked for Hussein Aboubakr, an Egyptian peace activist, to come speak on grounds, he e-mailed:

> I think I don't want to proceed with this, for two reasons. The first is that, regardless of reason #2, I'd need to see how the Bassem Eid event unfolds first. **We know that students active in UVA's chapter of Students for Justice in Palestine know about Eid's talk this coming Tue, and have circulated among themselves our email announcing Eid.** When we learned that fact, I contacted UVA's police. They're assigning an officer to Eid's talk; I or someone from Student Affairs will be authorized to warn any disrupters or protestors to desist, and to ask the police to remove them; and the police are prepared to escort Eid out if that's necessary.

In summary, Professor Alexander canceled an educational event on Grounds that was contrary to SJP's antisemitic narrative.

VI. Deficient Response by UVA

As stated above, UVA has not taken any action to reduce any of the antisemitic activity on Grounds. Despite the shocking list of blatant antisemitic incidents on Grounds described above, the list does not include any of the shoving, spitting and verbal harassment directed at individual students. UVA has not taken any action in response to any of those incidents, either. Rather, UVA has announced the creation of a "religious diversity and belonging task force". The task force does not solve any problem and, as stated below, may exacerbate them.

i. The task force is not an antisemitism task force.

Prior to October 7, 2023, some universities had antisemitism task forces. In the months after October 7, 2023, many more universities created antisemitism task forces to address the existence of antisemitism on their campuses. UVA's task force is not an antisemitism task force. This is evident because UVA has yet to acknowledge there is any antisemitism on Grounds. Rather, the task force has stated that it will explore *whether* there is any antisemitism on Grounds. Per its December 13, 2023 press release:

> The task force will meet with members of the UVA community, study survey results and review any relevant institutional data, including data on reported incidents of antisemitism, Islamophobia or other religious bias. Its aim will be to understand how Jewish and Muslim

> students, faculty and staff, as well as those of other religious backgrounds, experience life on Grounds.

The commitment to review survey results for all types of religious bias is a far cry from the goal of dedicated antisemitism task forces on other campuses. Below is the statement by the University of Pennsylvania on November 17, 2023, nearly a month before UVA announced its religious diversity task force. The statement acknowledges the existence of antisemitism at Penn and strives to find solutions:

> The Task Force, a centerpiece of the plan President Magill announced earlier this month, is charged with engaging broadly and deeply with all members of the Penn community to better understand how antisemitism is experienced on campus and to provide critical feedback and actionable solutions as part of Penn's ongoing efforts to counter and combat antisemitism.

UVA cannot combat antisemitism if it does not acknowledge it exists and does not create a task force or committee to address it.

ii. UVA's task force includes two members that taint its mission.

The goal of UVA's task force is to "explore opportunities for meaningful engagement across religious differences . . . ." That goal is impossible because two of the members, Professors Nichole Flores and Oludamini Ogunnaike have expressed views that make it impossible for observers to believe they will engage in meaningful engagement.

Both professors signed an "An Open Letter to the UVA Community from Concerned Faculty on the Crisis in Israel- Palestine" dated October 27, 2023. In that letter, the authors stunningly stated, that the horrific events of October 7 need to be viewed in "the context in which October 7 occurred . . . ." We are appalled that anyone thinks there is a way to contextualize the unspeakable barbarity of October 7. We are even more appalled that people who think that were appointed to a "religious diversity and belonging task force".

Professor Ogunnaike, shockingly, has gone further. In a November 22, 2023 letter published in the Daily Progress, Professor Ogunnaike said that leveling the claim of antisemitism against someone is a "political ploy". How can a person be part of a group that fights antisemitism if he believes accusing someone of antisemitism is nothing more than a "political ploy"?

We asked that (i) the task force established by UVA include a subcommittee dedicated to combatting antisemitism, (ii) UVA publicly acknowledge that there is antisemitism on Grounds, and (iii) Professors Nichole Flores and Oludamini Ogunnaike be removed from the task force so as to at least present a veneer of being a task force promoting "belonging".

Exhibit A

WALKOUT FOR GAZA

How to Arrive

- Wear a mask/hat/sunglasses to protect your identity.
- Bring signs, Palestinian flags, water, and a form of ID.
- Avoid wearing identifiable items such as jewelry with your name on it and cover up recognizable tattoos, birthmarks, or piercings.
- Inform Professors of your absence. An email template has been provided through your organization.
- The walkout includes any and all classes that take place after 12:30pm.

Press

- The press will be there and will be taking photos.
- For your safety and the safety of others, we implore you not to engage with the press and not to affiliate yourself with any organization.
- You can say: “I do not wish to comment” or “I don’t know, I’m here to observe.”

Police

- Police and ambassadors may be there. Do not engage.
- Make space for those most at risk at the center of the crowd away from police and counter-protesters.

Counter-protesters

- There may be zionists, counter-protesters, and hecklers in attendance. DO NOT ENGAGE WITH THEM.
- We will have a safety team (wearing pink + orange bandanas) including de-escalators.

DO

- Follow all directives of demonstration organizers
- Treat others with respect (even those who disagree)
- Use a buddy system
- Maintain calm

DO NOT

- Identify yourself or affiliate yourself with any organization
- Do not share the names any of the organizers to anyone
- Make any statements on behalf of any organization
- Engage with press, police, hecklers, anti-protesters, zionists, or any agitator
- Take photos of yourself or others

IF YOU FEEL UNSAFE, LEAVE THE AREA IMMEDIATELY IN A CALM MANNER.

Exhibit B

ARHA

Alexandria Redevelopment and Housing Authority

Keith Pettigrew, *Chief Executive Officer*

November 14, 2023

State Law Enforcement

Dear ARHA Resident(s)

ARHA staff has been advised by the Alexandria Police Department, per guidance from the State of Virginia, that they will begin enforcing the prohibition against wearing face coverings that hide an individual's face now that the COVID pandemic is over.

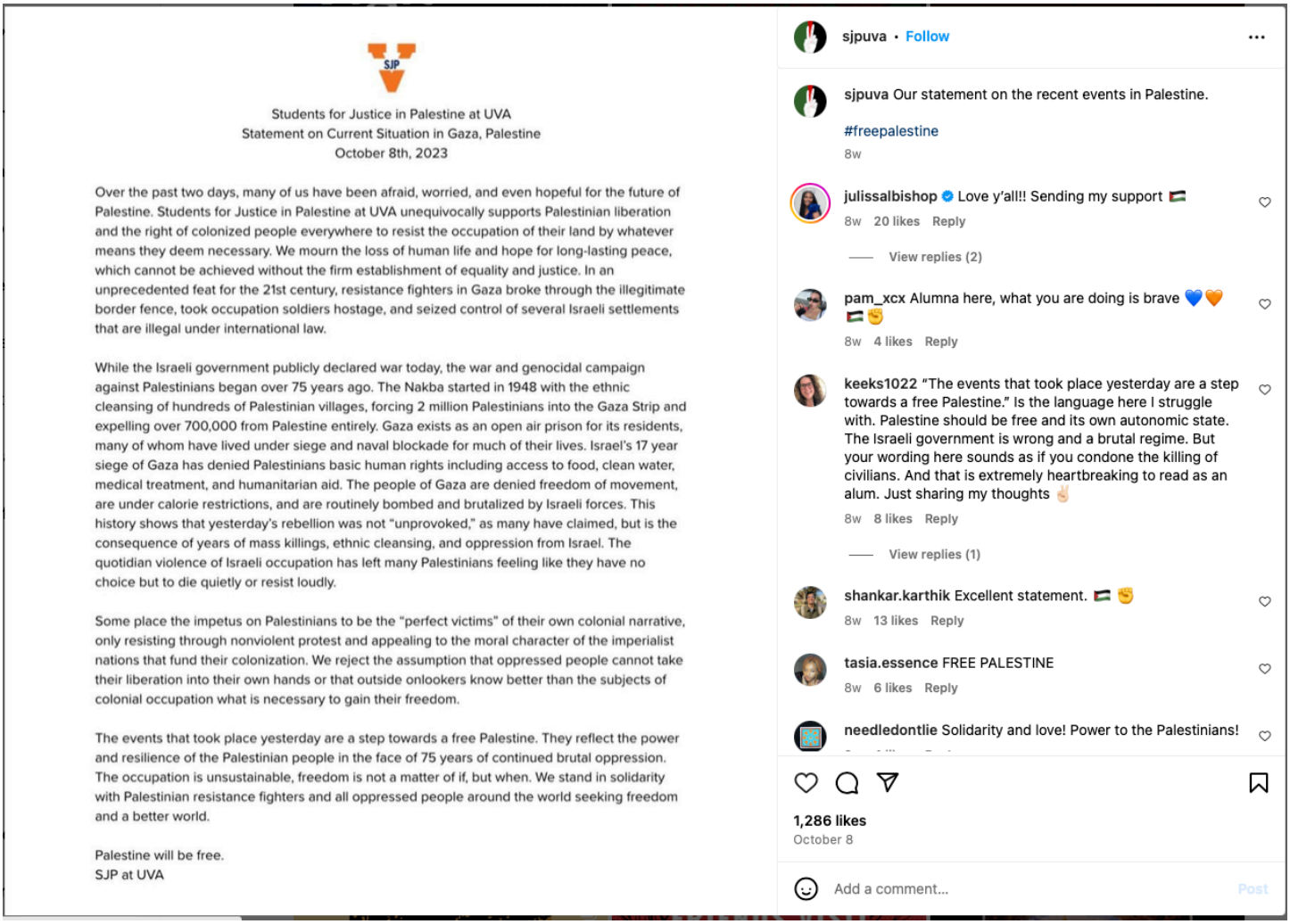
This means that anyone over the age of 16 who is caught wearing a ski mask in public will be arrested per section 18.2-422 of the Code of Virginia. Please share this information with your children and other household members.

Should you have any questions, please feel free to contact the APD non-emergency line at 703-746-4444.

Thank you for your cooperation,

ARHA Management

Exhibit C



Students for Justice in Palestine at UVA
Statement on Current Situation in Gaza, Palestine
October 8th, 2023

Over the past two days, many of us have been afraid, worried, and even hopeful for the future of Palestine. Students for Justice in Palestine at UVA unequivocally supports Palestinian liberation and the right of colonized people everywhere to resist the occupation of their land by whatever means they deem necessary. We mourn the loss of human life and hope for long-lasting peace, which cannot be achieved without the firm establishment of equality and justice. In an unprecedented feat for the 21st century, resistance fighters in Gaza broke through the illegitimate border fence, took occupation soldiers hostage, and seized control of several Israeli settlements that are illegal under international law.

While the Israeli government publicly declared war today, the war and genocidal campaign against Palestinians began over 75 years ago. The Nakba started in 1948 with the ethnic cleansing of hundreds of Palestinian villages, forcing 2 million Palestinians into the Gaza Strip and expelling over 700,000 from Palestine entirely. Gaza exists as an open air prison for its residents, many of whom have lived under siege and naval blockade for much of their lives. Israel's 17 year siege of Gaza has denied Palestinians basic human rights including access to food, clean water, medical treatment, and humanitarian aid. The people of Gaza are denied freedom of movement, are under calorie restrictions, and are routinely bombed and brutalized by Israeli forces. This history shows that yesterday's rebellion was not "unprovoked," as many have claimed, but is the consequence of years of mass killings, ethnic cleansing, and oppression from Israel. The quotidian violence of Israeli occupation has left many Palestinians feeling like they have no choice but to die quietly or resist loudly.

Some place the impetus on Palestinians to be the "perfect victims" of their own colonial narrative, only resisting through nonviolent protest and appealing to the moral character of the imperialist nations that fund their colonization. We reject the assumption that oppressed people cannot take their liberation into their own hands or that outside onlookers know better than the subjects of colonial occupation what is necessary to gain their freedom.

The events that took place yesterday are a step towards a free Palestine. They reflect the power and resilience of the Palestinian people in the face of 75 years of continued brutal oppression. The occupation is unsustainable, freedom is not a matter of if, but when. We stand in solidarity with Palestinian resistance fighters and all oppressed people around the world seeking freedom and a better world.

Palestine will be free.
SJP at UVA

sjpuva · Follow

sjpuva Our statement on the recent events in Palestine.

#freepalestine

8w

julissalbishop Love y'all!! Sending my support 🇵🇸

8w 20 likes Reply

View replies (2)

pam_xcx Alumna here, what you are doing is brave 💙🧡🇵🇸✊

8w 4 likes Reply

keeks1022 "The events that took place yesterday are a step towards a free Palestine." Is the language here I struggle with. Palestine should be free and its own autonomic state. The Israeli government is wrong and a brutal regime. But your wording here sounds as if you condone the killing of civilians. And that is extremely heartbreaking to read as an alum. Just sharing my thoughts ✌🏻

8w 8 likes Reply

View replies (1)

shankar.karthik Excellent statement. 🇵🇸✊

8w 13 likes Reply

tasia.essence FREE PALESTINE

8w 6 likes Reply

needledontlie Solidarity and love! Power to the Palestinians!

1,286 likes
October 8

Add a comment... Post

Exhibit D


DECOLONIZATION
IS NOT A METAPHOR
Gaza and Palestinian Liberation
Rotunda Steps
October 12th, 5:30pm
Wear black, green, red (and kuffiyyes)!
A Teach-In on Gaza & Palestinian Resistance

Exhibit E

London-born man killed in Israel, another UK citizen missing

Reuters

October 8, 2023 9:32 AM EDT · Updated 5 days ago



Palestinians break into the Israeli side of Israel-Gaza border fence after gunmen infiltrated areas of southern Israel, October 7. REUTERS/Mohammed Fayq Abu Mostafa *Acquire Licensing Rights*

Exhibit F

UNIVERSITY of VIRGINIA

The Coalition of Concerned Faculty Members

EDUCATION AND ACTION: A TEACH-IN ON PALESTINE



WEDNESDAY, NOVEMBER 29, 7-9 PM, NAU HALL 101

AN EVENING OF VIRTUAL SPEAKERS, INCLUDING:

Darryl Li (University of Chicago): Gaza Under Siege: International Law and Resistance

Daniel Segal (Academic Advisory Council, Jewish Voice for Peace): Antisemitism vs Antizionism

Jennifer Lynn Kelly (UC Santa Cruz): Solidarity in this Moment

Loubna Qutami (UCLA; Co-Founder, Palestinian Feminist Collective): Feminism as Liberation

https://tinyurl.com/33kk5jn3

PIZZA AND BEVERAGES WILL BE PROVIDED

III. List of Antisemitic Events Described By Students During Meeting

Sampling of Student Reports of Antisemitic Incidents on Grounds. The students' statements were made without prepared materials. As a result, the following is a summary of the statements made from our recollection at the meeting.

1. A student at Trinity (a local bar) told a group of Jews the "Final Solution" should be used to solve world issues in general.
2. August 2023 Orientation: Jewish student wearing a kippah told by Egyptian and Moroccan students that he was a bloodthirsty human, and "we can never be friends."
3. October 25, 2023: Student pushed and cursed by SJP rally attendees, told "that I am a "Nazi," a "murderer," etc." He was "given a death threat" by two make SJP participants and hit in the face by a blonde woman.
4. November 13, 2023: The Police did not uphold their promise to keep SJP protestors and counterprotestors separate as two Palestinians came to the counter protest "called me a Nazi, a genocide pursuer, and Hitler."
5. November 17, 2023: "I went with Professor Arthur-Montaigne to Roots cafe and was called a Filthy Jew."
6. Two Jewish female students were in line at a party. Another student learned they were Jewish and began calling them "kike". The Jewish students left the party.
7. A Jewish student regularly tucks his Jewish star necklace under his shirt/sweater when he walk by the SJP tables on Grounds in order to avoid harrassment.
8. Second Semester: A student who wears a kippah: "I have been ostracized by members of my community, friends included. My girlfriend has also lost friends because of my views. I was told on January 19th that I am a racist against Muslims and I sell the organs of Palestinians."
9. A Jewish student was at a small gathering/party on Grounds. After hearing the student is Jewish, approximately 8 other students began an onslaught of insulting statements they referred to as "jokes." Told to "turn sideways so we can see your nose." The student left the party crying.
10. Second Semester: Jewish student leaves his dorm room for a few days each week to spend a few days off Grounds to get away from the harassing environment in his dorm.
11. Second Selester: Student stops wearing his kippah on Grounds in order to avoid being identified as a Jew.

IV. E-mail response from President Ryan dated February 16, 2024

From: **James Ryan** uva-pres@virginia.edu
Subject: Wednesday's meeting
Date: February 16, 2024 at 9:33 AM
To: [redacted]
Cc: Acampora, Christa D (hjr2fb) christa.acampora@virginia.edu, Baucom, Ian Bernard (ibb4n) ibb4n@virginia.edu, Noland, Margaret Grundy (mg8r) mg8r@virginia.edu, Bonner, Kenyon Robert (wdg6jt) wdg6jt@virginia.edu

JR

Hi everyone,

It was very good to spend time with each of you on Wednesday. I appreciate your taking the time to join us, and I'm grateful for your willingness to share your perspectives and ideas.

Thank you again for taking the time to meet.

Best,

Jim

James E. Ryan
President
University of Virginia