

## **CODE OF CONDUCT ON ANTISEMITISM**

### **PREAMBLE**

The University is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected.

The University recognizes that antisemitism and its manifestations contradict this commitment. Historically, manifestations of antisemitism have shown how prejudice and intolerance can lead to systematic harassment and discrimination. Still today, persisting stereotypes, insults and physical violence are experienced on a daily basis by members of the Jewish community across Europe.

The University is committed to being a space of good practice by regulating responses to antisemitic incidents, raising awareness among students and staff and serving as example for society as a whole.

### **Article 1 Title**

This document is to be referred to as the University's Policy on Antisemitism.

### **Article 2 Scope**

All employees, students and third parties are subject to this policy and must comply with it.

The policy holds employees, students and third parties accountable both within and outside the university premises.

Subject to the exhaustion of available internal remedies, all parties retain their rights relating to or arising from a complaint in a court of law.

### **Article 3 Definition of Antisemitism**

For the purposes of the University's Policy on Antisemitism, the University applies the legally non-binding working definition of antisemitism adopted by the 31 states of the International Holocaust Remembrance Alliance (IHRA), including all the examples included therein. (Annex 1)

## **Article 4 University responsibilities**

The University has the responsibility to ensure a culturally-sensitive environment, free of stereotypes, intolerance and discrimination. The University recognises that antisemitism is one such form of discrimination.

### **4.1. Teachers and staff**

To best address and prevent instances of antisemitism, the University provides opportunities for teacher training in partnership with relevant civil society organizations, to educate on the topics of antisemitism and the experience of the Jewish community.

### **4.2. Ethics Committee**

The training is compulsory for members of the Ethics Committee. Each member is only required to attend one training.

### **4.3 Students**

Similarly, in partnership with relevant civil society organizations, the University will provide training opportunities for students according to its capacity.

## **Article 5 Complaints and penalties**

### **5.1 Complaints**

Staff and students who experience antisemitic discrimination, harassment or vilification, or witness antisemitic speech or behaviour of any kind (as per Article 3) are encouraged to report it and seek assistance, in accordance with the existing complaint procedures.

### **5.2 Penalties**

As per existing procedures, the consequences for a proven breach will depend on its seriousness. Consequences range from, but are not limited to, an apology and commitment to not repeat the behaviour through to disciplinary action, dismissal, suspension or expulsion.

### **5.3 Recommendation to Ethics Committee**

The Ethics Committee is encouraged to consult with relevant civil society organizations in its evaluation of incidents.