This letter has been organized by Rutgers JFAS (Jewish Faculty, Administrators, and Staff), a grassroots organization whose mission is to address and mitigate the effects of antisemitism and anti-Israel bias on our campuses, and to help create a positive, supportive campus climate characterized by reasonableness, collegiality, and intellectual diversity.

## Rutgers faculty and staff may add their names to this letter by completing this form.

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## **Rutgers Faculty and Staff in Support of Our Jewish Students**

We, the undersigned faculty and staff of Rutgers University, write as a painful and difficult school year comes to a close. Not long ago, many of us considered antisemitism to be largely a thing of the past–and certainly not something that regularly interfered with our work, our relationships with colleagues, or our daily lives. But since the Hamas massacres of October 7, 2023, campus antisemitism reached historic levels and affected many of us deeply. According to a <u>new survey from Hillel International</u>, 51% percent of Jewish students nationwide reported disruptions in their ability to attend class this year, 20% said that they were physically blocked from attending a class, and 30% said that protests made them scared to be on campus. We fully support <u>our Jewish students</u> who have testified to their experiences with antisemitism on the Rutgers campuses this year.

We have also witnessed and experienced antisemitism ourselves. In the whirl of media coverage, it has been easy for outsiders to lose sight of the sheer number and severity of disruptive and antisemitic incidents. Our university has seen, among other incidents:

- the ongoing celebration of the heinous October 7 terrorist attack by Hamas that included sexual atrocities, burning victims alive, beheadings, and abduction;
- the denial of those events and the refusal to acknowledge the hostages, including U.S. citizens, being held by Hamas;
- calls for continued violence through a "globalized intifada," "resistance by any means necessary," and other menacing slogans;
- a death threat against Israeli students;
- a Jewish student whose likeness was used on anti-Israel posters without her permission;
- the unauthorized occupation of buildings by anti-Israel protesters;
- the sustained disruption of campus events, including a planned town hall by Rutgers President Jonathan Holloway;
- the heckling and shouting down of a professor when he offered to engage in dialogue following a propagandistic anti-Israel event, and, subsequently, the online targeting of the same professor over that offer to engage in dialogue;
- an instructor falsely telling her class that feminism is incompatible with Zionism;
- the threatened abridgement of a student's right to quietly hold an Israeli flag on the sidewalk as an act of counterprotest;
- the harassment, bullying, and following of Jews who pass by anti-Israel protests;

- the improper use of neutral university resources (libraries, cultural centers, official social media accounts, common spaces, etc.) to promote a false and pernicious anti-Israel narrative;
- the regular use of university resources for propagandistic lectures and programs that vilify Israel and fail to present a balanced or nuanced view;
- the spread of blood libels and other demonizing claims against our colleagues and friends at Tel Aviv University and across Israeli academia; and
- the improper use of class time in a wide range of subject areas for campaigning in support of a resolution to boycott and divest from Israel, itself an act of discrimination, and the silencing and heckling of Jewish students who attempted to speak against the boycott vote.

Some of these incidents were addressed through the disciplinary process. But others failed to elicit any formal university response. While some university leaders have displayed good intentions, their words and deeds have been incommensurate with the magnitude of the problem.

Throughout the year, Jewish student groups and faculty groups have asked the university administration formally and informally to clarify and adhere to its own policies and Code of Conduct. These groups have also asked the university administration to take steps to improve the campus climate, including the implementation of mandatory antisemitism training. The encampment that protesters staged at Rutgers - New Brunswick in the first week of May, resulting in the disruption of final exams for hundreds of students—along with the encampment that continues even now at Rutgers - Newark—represent the culmination of a year in which university policies were too often ignored, overridden, or addressed belatedly. Few preventive steps were taken. As a result, the entire university community has suffered through the disruption of normal university operations and an often chaotic and intimidating environment on our campuses.

The administration's decision to accede to the demands of the encampment protesters undermines the principles of shared governance, and it elevates the voices of a radical few above those of the more reasonable whole. It does a disservice not just to Jewish students, faculty, and staff, but to the entire university community.

We join our students in calling on the university administration to take immediate steps to limit disruption and violations of university rules and to mitigate the effects of antisemitism on our campuses. We cannot afford another year like the last one. All Rutgers students, faculty, and staff must be able return to the business of teaching and scholarship within a beloved community.

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## Rutgers faculty and staff may add their names to this letter by completing this form.

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