

Toolkit for Confronting Antisemitism and Anti-Israel Bias in Professional Academic Associations



This toolkit is geared for Jewish and Zionist faculty, staff and other individuals who are experiencing antisemitism and anti-Israel bias in their professional academic associations and scholarly societies. In response to mounting incidents, ADL and AEN have partnered to share guidance and best practices for addressing antisemitism and anti-Israel bias and for fostering pluralist intellectual spaces that accommodate a diversity of viewpoints on Israel and the broader Middle East.

This resource will equip you with illustrative examples of incidents encountered by members of professional academic associations and present effective responses to these situations. By examining these real-world scenarios, you will gain insights into practical strategies for addressing similar challenges within your own association. Additionally, the resource offers educational materials and clear pathways for reporting incidents, ensuring that you are well-prepared to take action when issues arise.

This resource is designed to empower association members to advocate for themselves, and collectively with other association members, for the academic integrity of their professional communities.

Responding to an Antisemitic Incident

Report what happened to the [Anti-Defamation League](#) (ADL). Irrespective of the details of the specific situation, reporting serves to:

- **Support YOU** | ADL experts may be in touch with you to guide you through the process of reporting to your association and bring in additional support or resources where needed. We are – first and foremost – here for you. All reports submitted to ADL are confidential, unless you grant express permission to share information.
- **Support efforts to track antisemitic and hate incident trends** which helps inform our work to help you and others, and advocate more effectively – nationally and regionally – to address antisemitism.

Share information about the incident with the [Academic Engagement Network](#) (AEN). AEN's leadership team can recommend responses in light of prior experiences with the particular association and others, and can alert the Chair of the relevant disciplinary Section (e.g., Social Sciences, Humanities, STEM) who may also be able to offer helpful suggestions for next steps. Sharing details about the incident enables AEN to connect you with other faculty members in the field of study for support and assistance in crafting a collective response. It is also helpful for AEN with regard to its efforts to track trends and developments within the professional associations as well as within specific disciplines.

Concerned about calling out your organization or association?

It is imperative that we hold professional associations accountable to ensure their legitimacy as professional bodies that provide *all* members with professional development support in an inclusive atmosphere. Professional associations typically have procedures and mechanisms for reporting bias incidents that occur during association events or within association platforms (e.g., official online listservs and discussion boards). The decision to report is always a personal one. You may want to consider the potential consequences of reporting including the loss of professional opportunities, harassment, and possible other negative ramifications. If you decide to move forward, it is often helpful to work collaboratively with other colleagues, such as faculty members in AEN's network. It is often the case that others in your association have had the same or similar experiences, and thus reporting collaboratively can be considered.

Clarify realistic goals given the circumstances and what outcomes you hope to achieve. Possible outcomes/goals may include:

1. Raising awareness among well-intentioned leaders and members of the organization who may be unaware of the issue.
2. Preventing the passage of a resolution or action aimed at boycotting Israel's academic institutions and/or singling out Israel for condemnation. If this is your objective, consider whether it is more strategic to block the measure before or at the time of the vote or to focus on addressing its implementation afterward.
3. Generating support from leadership for the development of organizational policies and procedures that support Jewish members.
4. Persuading active members of the organization to recognize

the legitimacy of Zionism and Zionist identity as well as Israel's importance as a Jewish homeland and safe haven. In some cases, your aim may be to simply open up space for a respectful dialogue on these topics.

5. Seeking emotional and professional support for yourself. In environments where antisemitism is deeply entrenched, this may be the most viable goal - and one that can still contribute to meaningful, long-term progress.

Ready to report?

When you are ready to report, consider first whether you can frame your complaint in relation to the violation of a particular association policy or organizational commitment. Search your association's website for the following, or similar, documents: bylaws, mission statement, diversity policy, code of ethics, code of conduct, and anti-harassment and anti-bias policy. If you are unable to find relevant documents, contact the association's executive director and the senior staff persons charged with governance management. (Contact information is typically available through a staff directory on the association's website).

If you have identified a specific violation, the relevant policy may include reporting procedures that you can follow. If not, look at the association's website or call the main number to find out if there is a standard process for submitting reports. Again, if you are unable to ascertain the answer, do not hesitate to call the executive director directly to inquire. Absent directions to approach your report differently, submit it directly to the executive director.

We recommend including the following components in a report to your association:

- *Detailed documentation of the incident.* Make an evidence-based claim of antisemitism and/or anti-Israel bias using the resources offered below. Clearly explain how the incident or event was problematic by identifying specific behaviors (i.e., actions that were unprofessional, dismissive of differing viewpoints, disrespectful, harassing, intimidating, discriminatory, or exclusionary; note that these examples may vary depending on the association's specific code of conduct). In general, the more specific your argument and detailed your presentation of the facts, the more likely it is that the association leadership will take your complaint seriously.
- *If possible, assert a violation of a particular law, policy, or organizational commitment.* In many cases, this is not possible, but if there is a violation of the code of conduct, the report can be tied to it.
- *If you feel comfortable, a description of the impact the activity/incident had on you.* How did it make you feel emotionally? Were there professional implications for you? How did it negatively impact you and your subsequent engagement in the association?
- *Clearly articulated outcomes you hope will result from filing the report.* Request tangible action that is appropriately responsive to what happened. This can range from revision of relevant organizational policies to sanctions of individuals. Review the illustrative situations in the appendix for a number of specific suggestions.

- *A specified date by which a substantive response is requested.* Hold the association accountable for taking your report seriously. Generating a response usually requires coordination among several organizational leaders, so it is reasonable to offer several weeks unless the situation demands more urgency.

1. The Academic Engagement Network (AEN) is **a valuable resource for faculty** who wish to mobilize against antisemitic and anti-Israel bias within their professional academic associations. AEN's leadership team can provide support by:

- making connections with similarly-inclined faculty within the discipline or faculty outside the discipline who have had experience in countering similar biases in their academic associations;
- organizing strategy sessions, informational webinars, and individual conversations about best practices;
- drafting talking points and other materials (such as op-eds and fact sheets) to share with organizational leadership and at conferences and meetings;
- creating websites and online platforms for the dissemination of relevant information;
- supporting faculty travel to conferences and meetings to ensure that Jewish and Zionist voices are heard;
- conducting outreach to media outlets about faculty efforts to counter antisemitic bias and anti-Israel hostility.

2. Depending on the nature of the situation, you may want to **consider obtaining a legal evaluation**. You can of course retain private counsel. There are also some organizations with legal expertise and missions related to countering antisemitism that provide legal representation in certain circumstances, sometimes pro bono. AEN frequently refers its faculty members to partner organizations for legal counsel and guidance. AEN can also organize a meeting between attorneys at partner organizations and its faculty members for insights and guidance regarding collective responses. ADL's National Litigation team is one such resource - their legal work includes cases fighting antisemitism in schools, universities, workplaces and businesses. You can learn more about ADL's litigation efforts [here](#), and you can request a meeting with the ADL National Litigation team by emailing ADL-Litigation@adl.org

3. **Many additional possibilities of action to take following incidents are listed in the appendix**, which describes several illustrative examples of situations that members of professional societies have recently encountered. For each, we offer some guidance on possible responses for your consideration. (Note: If your experience does not align perfectly with one of these examples, we encourage you to review the examples most closely related to your situation and, if needed, connect with ADL and AEN so that we can discuss other situations from which you can draw guidance).

The following situations are addressed in the appendix:

- Resolution or statement that is virulently anti-Israel and/or traffics in antisemitic tropes and canards
- Consideration of a motion to boycott Israeli academic institutions or to divest from Israeli companies
- A virulently anti-Israel protest hinders your conference experience
- Continuing education credits where the instructor engages in a virulently anti-Israel narrative unrelated to the professional subject matter
- Antisemitic remarks made by a leader or member during an association's social event
- Events, programs, or sessions at a conference which demonize and delegitimize Israel
- Association meeting or event scheduled on a significant Jewish holiday, excluding observant Jewish members

Making Evidence-Based Claims Opposing Antisemitism and Anti-Israel Bias

Ahistoric and acontextual narratives about Israel, the Jewish experience, and Zionist identity have emerged within many professional academic associations. These predate October 7, 2023 but have since increased dramatically. There are also growing efforts to ignore, dismiss, and minimize legitimate claims of antisemitism with the result that many Jewish and openly Zionist faculty and staff in these academic communities feel gaslighted and marginalized. While in some cases the problem involves malice, in many cases the matter is one of ignorance. That is, many leaders and members of professional academic associations are not well informed about antisemitism, Jewish identity, and Israel and consequently are easily persuaded by these ahistoric and acontextual narratives.

The following is a set of resources produced by ADL and AEN with information for contextualizing antisemitism and anti-Israel bias which we hope will prove helpful in educating and informing both professional association leadership and the wider membership:

Select ADL Resources

- [What is...Antisemitism, Anti-Zionism, Anti-Israel Bias?](#)
- [Anti-Zionism](#)
- [Questions, Complexities and Context: Insights into Israel and the Israeli-Palestinian Conflict](#)
- [Antisemitism Uncovered: A Guide to Old Myths in a New Era](#)
- [Workplace & Educational Resources](#)
- [Guidance for Staff & Faculty](#)
- [Allegation: Israel is an Apartheid State](#)

- [The Boycott, Divestment, and Sanctions Campaign \(BDS\)](#)
- [Israel Divestment Talking Points: A Primer for Engaging University Endowment Leadership](#)
- [Jewish Voice for Peace \(JVP\)](#)
- [Students for Justice in Palestine \(SJP\)](#)

Select AEN Resources

- [Antisemitism, Jewish Identity, and Freedom of Expression on Campus: A Guide and Resource Book for Faculty & University Leaders](#)
- [Faculty Against Antisemitism Movement \(Resources for Faculty\)](#)
- [From Scholarship to Swastikas: Explaining Campus Antisemitism Events](#)
- [Anti-Israel Divestment Campaigns on U.S. Campuses After October 7](#)
- [Combating Antisemitism with Human Rights and International Law](#)
- [Revisiting the Boycott Campaign at the American Anthropological Association](#)
- [Finding Common Ground: A Strategy for Combating the Anti-Israel Movement in the U.S. Academy](#)
- [Arguing Israel Contra BDS](#)
- [Countering the BDS Colonial Settler Narrative](#)
- [Boycott, Divestment, and Sanctions \(BDS\) and Antisemitism](#)
- [BDS as a Threat to Academic Freedom and Campus Free Expression in the United States](#)

Proactive Action Steps for Addressing Antisemitism and Anti-Israel Bias

While it is necessary to consider rapid responses to address antisemitic and virulently anti-Israel incidents when they occur, it is also critically important that Jewish and openly Zionist members of professional associations work collectively to foster more inclusive and pluralistic intellectual spaces so that incidents and crises are less likely to occur in the first place. Such proactive and long-term work can take a number of forms, as suggested below. The Academic Engagement Network (AEN) can provide conceptual, logistical, and financial support and assistance in advancing these goals which can result in foundational change:

- Consider running for election for service in executive councils, especially those focused on governance, association policy and procedures, and academic freedom. Volunteering to serve on other Division and/or Section leadership positions can also be helpful for monitoring developments within the association and

addressing them early on. Service on conference committees can also be a way to contribute toward a more pluralistic and intellectually robust presentation of Israel, the broader Middle East, and Jewish-themed topics at association meetings.

- Field paper and panel proposals focused on topics related to the diversity of the Jewish experience, Israel, and antisemitism.
- Urge association leadership and salaried staff to undertake training and engage in professional development opportunities about antisemitism in general and the ways it has manifested on U.S. campuses and in the broader academy in particular. Both ADL and AEN can facilitate such programs.
- Form a caucus for Jewish and Zionist members of your association and meet virtually as well as in-person at association conferences. Reach out to AEN for resources and best practices through its **Faculty Against Antisemitism Movement** (FAAM) initiative.
- Write and field a petition or Open Letter documenting antisemitism and anti-Israel bias within the association. For a recent example see here: <https://www.thefp.com/p/american-psychological-association-antisemitism-complaint>
- Consider writing peer-reviewed journal articles or other written materials documenting antisemitism and anti-Israel bias within the association. You might also consider volunteering as a reviewer for the association's academic journals, in order to help identify and flag submissions that may contain anti-Israel bias and/or antisemitic content.

About ADL

ADL is dedicated to combating antisemitism and securing justice and fair treatment for all, with a strong focus on antisemitism within educational institutions via our **Ronald Birnbaum Center to Combat Antisemitism in Education** (CCAIE), which empowers stakeholders including faculty and other association members to fight bias and discrimination in academic arenas.

About AEN

Academic Engagement Network (AEN), a national academic organization, mobilizes networks of university faculty and administrators to counter antisemitism, oppose the denigration of Jewish and Zionist identities, promote academic freedom, and advance education about Israel.

AEN faculty members, with support and resources from the AEN leadership team, have successfully defeated and/or helped to amend numerous statements and resolutions at a wide range of academic associations. They have:

- written and fielded petitions and open letters against antisemitic and anti-Israel bias in professional associations;
- spoken out at annual professional association conferences when virulently anti-Israel motions and resolutions were being debated; and
- mobilized and empowered previously unengaged faculty within their associations.

AEN members within specific academic disciplines have formed effective cohorts that brainstorm strategies, share best practices, and provide one another with professional opportunities whenever possible. While the decision to stand up against bias and hate within one's professional and intellectual home can be a painful and difficult one, AEN's network helps to ensure that it does not have to be done alone.

Acknowledgements

We thank the *ADL-AEN Faculty & Staff Working Group to Address Antisemitism and Anti-Israel Bias in U.S. Professional Academic Associations* for its helpful insights and feedback on this document.

Disclaimer

The document does not constitute legal advice of counsel.

Appendix

Guidance for Responding to Antisemitism and Anti-Israel Bias in Professional Academic Associations – Several Illustrative Situations

Outlined below are illustrative examples of incidents encountered by members of professional academic associations and scholarly societies and how they responded to these situations. Note that your experience might differ. As you engage within these spaces, please share the information with the [Academic Engagement Network](#) (AEN) so that resources can be provided to you and so that you can be connected to other faculty who are addressing similar situations—both in your discipline and beyond. Please also [share your experience](#) with the Anti-Defamation League (ADL) so that ADL's tracking system can be updated and used to better assist others.

Below are several illustrative examples of situations recently seen within professional academic associations:

- [Resolution or statement that is virulently anti-Israel and/or traffics in antisemitic tropes and canards](#)
- [Consideration of a motion to boycott Israeli academic institutions or to divest from Israeli companies](#)
- [A virulently anti-Israel protest hinders your conference experience](#)
- [Continuing education credits where the instructor engages in a virulently anti-Israel narrative unrelated to the professional subject matter](#)
- [Antisemitic remarks made by a leader or member during an association's social event](#)
- [Events, programs, or sessions at a conference which demonize and delegitimize Israel](#)
- [Association meeting or event scheduled on a significant Jewish holiday, excluding observant Jewish members](#)

Situation: Resolution or statement that is virulently anti-Israel and/or traffics in antisemitic tropes and canards

Options for action

1. Generate collective action against the resolution. Try not to let a small group of members hijack the association. Encourage colleagues to come forward with their objections. Organize a planning meeting - and follow up with frequent strategy calls - for members who object to the resolution. Coordinate who will speak during the resolution's deliberations and prepare testimony in advance, ensuring that all key points are covered without duplication. If the association provides an online member forum, encourage colleagues to participate by voicing concerns and criticisms. As detailed above, the Academic Engagement Network (AEN) is a valuable resource for organizing and mobilizing faculty in this regard.
2. Send a letter to the association's leadership urging it to reject the resolution.

- a. For content ideas, review letters that ADL and AEN have recently sent to various associations:
 - i. [AHA Letter](#) (see also this [AHA Letter](#))
 - ii. [AAP Letter](#)
 - iii. [NAIS Letter](#)
 - iv. [NWSA Letter](#)
 - v. [AAG Letter](#)
- b. Consider including some of the following points in your letter, as appropriate given the specific resolution under consideration:
 - i. The association leadership has a legal fiduciary responsibility to the association, which obligates them to make informed and carefully considered decisions they believe to be in the best interest of the organization.
 - ii. The proposed resolution goes beyond the association's stated mission and, therefore, undermines the association's mission and extends beyond the association's tax-exempt purpose. If the association is perceived to be taking stances outside of its purview due to politicization and/or bias, it may suffer reputational damage or risk to its tax-exempt status.
 - iii. An association resolution is not the proper vehicle for a position that is deeply divisive and that has not garnered wide membership consensus.
 - iv. The association should avoid divisive tactics. The association should be a welcoming intellectual home to all of its members. By taking a position on a highly contested issue, open inquiry and intellectual exchange among members is undermined.
 - v. The proposed statement runs counter to the association's foundational commitment to grounding arguments in evidence.
 - vi. Association fiduciaries should consider the many potentially negative consequences of approving the resolution, including:
 - [Alienated members](#). Disaffected members are likely to drop their membership, yielding a less robust and diverse community and reduced revenue for the association.
 - [Reputational damage](#). Among the strengths of a professional associations is its scholarly credibility; a biased statement diminishes the association's authority and legitimacy. It conveys that the profession is partisan and ideologically homogeneous.
 - [Damage to clients or other stakeholders served by the profession](#). They may decide to avoid seeking the services of members

affiliated with the association if they fear all providers ascribe to the position espoused by the professional society.

- **Legal battles.** This may include antitrust violations, negligence claims, defamation, discrimination, breach of contract, among others. Having to engage in consequent blowback and possible litigation can be a drain on the association's resources and on staff time.

- vii. The resolution contains language that is experienced by Jewish members as antisemitic or otherwise disrespectful, discriminatory or ostracizing. Note: When drafting this part of your letter, refer to the above ADL and AEN resources.
 - viii. It can be helpful to share how the resolution/motion impacts you personally and emotionally.
 - c. Ask the association to provide a member forum for deliberation so you and others can share your concerns with the broader membership.
 - d. Articulate various ways in which the association leadership can confront the resolution and its impacts, beyond rejecting it outright (See some options below and consider linking to the [ADL-AEN Best Practices for Addressing Antisemitism Within Professional Academic Associations](#))
 - e. Ask the association leadership to provide a substantive response by a certain date. Generating a response usually requires coordination among several organizational leaders, so it is reasonable to offer several weeks unless the situation demands more urgency.
3. Submit amendments or a counter-resolution to the association.
 - a. Investigate the process for submitting amendments and/or a different resolution that could also be considered for adoption.
 - b. Amendments could counter the resolution's biased narrative and offer action steps that emphasize intellectual exchange and pluralism. Fielding a counter-motion could lead to a process where the problematic resolution ultimately fails. A counter-motion might also advocate against resolutions that are not directly related to the association's mission. Consider identifying members of relevant association commissions or committees who might be open to supporting such amendments or new motions – after all, many resolutions originate within these groups.
 4. Report this situation to the [Academic Engagement Network](#) and to the [Anti-Defamation League](#).
 5. Consider exposing the resolution to other sympathetic academics, and publicizing efforts to oppose and counter it.

Suggested "asks" of the association leadership

1. Utilize existing policies, mechanisms, and procedures to prevent the resolution from moving forward to a membership-wide vote.
2. Public condemnation by leadership of the biased and offensive aspects of the resolution.
3. Adoption of a policy stipulating that all public statements and resolutions must be directly mission-aligned.
4. Addition of a forceful and unequivocal condemnation of antisemitism in relevant association policy and commitments, such as a diversity statement, code of ethics, anti-harassment and anti-bias policy, or meeting code of conduct.
5. Development of clear and user-friendly processes for reporting antisemitic activity in the association.
6. Creation of a task force to address antisemitism.
7. Adoption of the [ADL-AEN Best Practices for Addressing Antisemitism Within Professional Academic Associations](#).

Situation: Consideration of a motion to boycott Israeli academic institutions or to divest from Israeli companies

Options for action

1. Generate collective action against the academic boycott or divestment motions. Try not to let a small or unrepresentative group of members hijack the association. Encourage colleagues to come forward with their objections. Organize a planning meeting for members and invite leading scholars in the discipline who are categorically opposed to academic boycotts. If the association provides a member forum, encourage colleagues to participate. When organizing a panel of speakers, ensure that each scholar has an opportunity to share their unique perspective – diverse approaches enrich the conversation. Whenever possible, aim to include individuals from varied ethnic, racial, gender, and other backgrounds to broaden the impact. Contact the [Academic Engagement Network](#) (AEN) for resources and support as you mobilize others to take a stand.
2. Send a letter to the association's board urging them to reject the resolution.
 - a. Consider including points in your letter that are noted in the scenario above.
 - i. Share that the boycott proposal is part of a broader effort to align with the Boycott, Divestment, and Sanctions (BDS) movement against Israel. Alert leadership to the fact that many Jews view the founding goals of the BDS movement as antisemitic since they negate the Jewish people's right of self-determination, and if implemented, would result in the eradication of the world's only Jewish state. Underscore that academic boycotts are counter to the fundamental

values of free inquiry and intellectual exchange that are the bedrock principles of the academy.

- ii. Call out the fact that given other geopolitical conflicts with severe human costs, the association is only considering a boycott of Israel.
- iii. In addition, alert leaderships to the ways in which supporting boycott proposals can also carry legal risks, particularly as 38 states have enacted some form of anti-BDS legislation, executive orders, or resolutions which may lead to legal challenges, contract restrictions, or financial penalties for individuals and organizations found in violation. For example, funding sources relevant to the particular association, such as revenue obtained through journal acquisitions at public university libraries, may be implicated.
- iv. Crucially, highlight that supporting a boycott may conflict with the association's mission if taking political positions falls outside of its stated purpose.
- b. For content ideas, review statements, letters, and petitions that AEN has recently sent to various associations:
 - i. [Global Academia Condemns University Boycotts of Israel](#)
 - ii. [AAA Statements \(here and here\)](#)
 - iii. [MESA Statement](#)
 - iv. [SSSP Letter](#)
 - v. [MLA Statement](#)
- c. Ask the association to provide a member forum for deliberation so you and others can share your concerns and criticisms with the broader membership.
- d. Urge the association leadership to reject any action item that involves discriminatory boycotts.
3. Ask the board to provide a substantive response by a certain date. Generating a response usually requires coordination among several organizational leaders, so it is reasonable to offer several weeks unless the situation demands more urgency.
4. Notify the [Academic Engagement Network](#) about the resolution and report this situation to the [Anti-Defamation League](#).

Situation: A virulently anti-Israel protest hinders your conference experience

Options for action

1. Send a letter to the association leadership urging them to be accountable for what happened and to take steps to ensure this does not happen again.
 - a. Consider including some of the above points in your letter, as appropriate given the specific circumstances, in addition to the following:
 - i. Publicly condemn the antisemitism and/or anti-Israel bias expressed during the protest

and apologize for allowing programming to be disrupted. Members should be informed of what happened, why it is deeply troubling, and what steps the association is taking to make sure it does not happen again.

- ii. The association should adopt a protocol for managing disruptions during its conferences and meetings that does not allow for interruption of programming. This should be clearly communicated to event attendees in advance, and you should consider asking them to confirm during registration that they understand and will abide by the rules.
- iii. If the protest violated existing policies: Sanctions for individual participants who can be identified should be levied without exception.
2. Submit a formal complaint. Clearly outline the specific behaviors or actions that were problematic. This helps ensure accountability and reinforces the importance of maintaining a respectful and inclusive environment within the association.

Situation: Continuing education credits where the instructor engages in a virulently anti-Israel narrative unrelated to the professional subject matter

Options for action

1. Send a letter to the association leadership urging them to be accountable for what happened and to take steps to ensure this does not happen again.
 - a. Consider including some of the points suggested above, as appropriate given the specific circumstances, including the following:
 - iv. The association leadership should publicly condemn the instructor for deviating from the session's stated purpose and for its offensive and divisive content. The association should apologize to attendees. Members should be informed of what happened, why it is deeply troubling, and what steps the association is taking to make sure it does not happen again.
 - v. The association should adopt a policy for presenters to ensure that they uphold the association's mission and foster discussions that are respectful and do not promote antisemitic or biased anti-Israel rhetoric. This policy should emphasize the importance of academic freedom and open dialogue while setting clear expectations that presentations should align with the association's values and commitment to an inclusive environment.
2. Submit a formal complaint. Clearly outline the specific behaviors or actions that were problematic. This helps ensure accountability and reinforces the importance of maintaining a respectful and inclusive environment within the association.

3. Report this incident to the organization that accredits your association to offer continuing education credits.

Suggested "asks" of the association leadership (in addition to recommendations above):

1. Public condemnation of the program by the leadership, and a public apology for allowing programming unrelated to the mission of the association. Communication with the membership should explain what happened, why it is deeply troubling, and what steps the association is taking to make sure it does not happen again.
2. The association should adopt a policy for presenters to ensure they uphold the association's mission while ensuring discussions remain respectful and do not promote antisemitic or biased anti-Israeli rhetoric. This policy should emphasize the importance of academic freedom and open dialogue while setting clear expectations that presentations align with the association's values and commitment to an inclusive environment.

Situation: Antisemitic remarks made by a leader or member during an association's social event

Options for action

1. Send a letter to the association leadership urging them to be accountable for what happened and to take steps to ensure this does not happen again.
 - a. In addition to the suggestions offered in the situation above, consider including some of the following points in your letter, as appropriate given the specific circumstances:
 - i. If the incident violated existing policies: Sanctions for the person making the comment should be levied.
2. Submit a formal complaint. Clearly outline the specific behaviors or actions that were problematic. This helps ensure accountability and reinforces the importance of maintaining a respectful and inclusive environment within the association.

Suggested "asks" of the association leadership (in addition to recommendations above):

Public condemnation by the board of the antisemitic comment. Communication with the membership should explain what happened, why it is deeply troubling, and what steps the association is taking to make sure it does not happen again.

1. If the incident violated existing policies, sanctions for the person who made the comment.

Situation: Events, programs, or sessions at a conference which demonize and delegitimize Israel

Options for action:

Send a letter to the association's leadership explaining why the

event was problematic and requesting that it take steps to ensure this does not happen again.

- a. Consider including some of the following points in your letter, as appropriate given the specific circumstances:
 - i. The association leadership has a legal fiduciary responsibility to the association, which obligates them to make informed and carefully considered decisions they believe to be in the best interest of the association.
 - ii. The leadership should publicly condemn antisemitism in the association.
 - iii. A zero tolerance of antisemitism should be added into relevant association policy and commitments, such as a diversity statement, code of ethics, anti-harassment policy, or meeting code of conduct.
 - iv. It can be helpful to share how the event impacted you personally and emotionally.
 - v. Articulate any additional outcomes that you are hoping will result from the association confronting this incident. (See some options above and consider linking to the [*ADL-AEN Best Practices for Addressing Antisemitism Within Professional Academic Associations*](#))
 - a. Ask the leadership to provide a substantive response by a certain date.
3. Report this incident to the [*Anti-Defamation League*](#).
 4. Submit a formal complaint. Clearly outline the specific behaviors or actions that were problematic. This helps ensure accountability and reinforces the importance of maintaining a respectful and inclusive environment within the association.
 5. Consult the [*Academic Engagement Network*](#) for resources and support in drafting the letter, developing talking points, and organizing counter-programming.

Suggested "asks" of the association leadership:

- a. Condemnation and/or disavowal of the event or program in question
- b. Development of programming to provide differing perspectives (e.g., webinars, conference panels, etc.)
- c. Professional development opportunities and trainings on antisemitism and Jewish identity
- d. Opportunities/platforms for Jewish and Zionist members to share experiences with bias in the association and recommendations for creating a more welcoming and inclusive environment
- e. Addition of antisemitism awareness into relevant association policy and commitments, such as a diversity statement, code of ethics, anti-harassment policy, or meeting code of conduct.
- f. Development of clear and user-friendly processes for reporting antisemitic activity in the association.

Situation: Association meeting or event scheduled on a significant Jewish holiday, excluding observant Jewish members

Options for action:

1. Send a letter to association leadership urging that the meeting or event be rescheduled and to consider religious observances when planning future events to ensure inclusivity
 - a. Consider including some of the following points in your letter, as appropriate given the specific circumstances:
 - a. Emphasize the importance of scheduling meetings and events in a way that respects the religious observances of all members.
 - b. Highlight how the scheduling of the meeting or event can unintentionally exclude Jewish members from full participation.
 - c. Express that inclusivity strengthens the association's values and community cohesion.
 - b. Articulate any additional outcomes that you are hoping will result from the association confronting this incident. (See some options above and consider linking to the [**ADL-AEN Best Practices for Addressing Antisemitism Within Professional Academic Associations**](#)).
 - c. Ask the leadership to provide a substantive response by a specified date, acknowledging the concern and outlining steps they will take to address it
 - d. Consult the [**Academic Engagement Network**](#) for resources and support in drafting the letter, developing talking points, and organizing counter-programming.
2. If this is a recurring issue, or if the leadership fails to take appropriate action, consider submitting a formal complaint indicating that the incident constitutes a violation of the association's inclusivity standards. Clearly outline the specific scheduling oversight and reference the relevant standards to support your claim. This helps ensure accountability and reinforces the importance of maintaining a respectful and inclusive environment within the association.

Suggested "asks" of the association leadership:

- a. Encourage the association to consult an interfaith calendar or engage diverse members in planning and to consider adopting religious accommodations policies to avoid scheduling meetings or events on religious holidays, ensuring that all members can participate fully. This policy should be clearly communicated to all event planners and members.
- b. Review and update religious accommodations policies to prevent future occurrences and consider implementing a calendar review process that includes consultation with diverse community representatives.