

**“I have never felt less protected as a Jew”:  
Antisemitism at UK Universities  
since 7th October 2023<sup>1</sup>**



INTRA-COMMUNAL PROFESSORIAL GROUP

**ICPG**★

“The encampment at Cambridge was peaceful at the beginning but has become increasingly antisemitic, including through a ‘teach-in’ titled ‘The Weaponisation of Antisemitism’ in which the speaker said that we have ‘too much Holocaust education’, said accusations of antisemitism are overblown, and said that antisemitism distracts from the locus of Jewish power. The encampment have called for an intifada multiple times. In order to get to my department I have to walk past them, and on occasion I have been stopped and asked if I want to ‘free Palestine’. I find the way they cover their faces so that only their eyes are showing very intimidating and scary. It is upsetting that academics have written in support of it, including pastoral staff, meaning that I am unable to discuss with them how the encampment and the antisemitism coming from it impacts my work or my life at the university.”

Female Master’s student

“It is made abundantly clear every single day that as a Jewish person who supports Israel’s right to exist, I am not welcome on campus. Since Oct 7, it has been exhausting to be Jewish on campus, to feel like I can only express my identity to other Jews, to have to keep silent in all my classes about my identity, and to feel like I have to hide. I see antisemitism around me daily, on social media, and through the stories of my friends who are more public about their Judaism. I believe that for every Jew on campus, this year has been draining and defeating and the amount of time I have to spend thinking about what I can share with who, where I can go, and what I can wear, etc, has increased exponentially.”

Female second year undergraduate

# Introduction

Since 7th October 2023, the date when Hamas perpetrated the worst and most murderous single massacre against Jews since the Holocaust,<sup>2</sup> there has been a surge in antisemitism in UK universities. This report offers a summary of research by the Intra-Community Professorial Group (ICPG) about antisemitism at UK Universities since the 7th October attacks, aimed at understanding and documenting problems on and off campus and proposing evidence-based solutions to address them.

Key findings include:

1. There has been up to 34 percentage points increase in rates of antisemitic abuse in universities since Oct 7th. These include physical attacks, threats of rape, violence, verbal abuse, harassment, and use of Nazi imagery.
2. Jewish Students are withdrawing from all aspects of university life, including lecture theatres and seminar rooms, online learning spaces, social activities, and entire areas of campus. More than half of respondents reported being fearful of being on campus, and three-quarters being uncomfortable to be open about their Jewish identity. The consequential impact on their ability to participate in university life, let alone their mental and physical health, is profound.
3. There is compelling evidence that some universities are failing in their responsibility to adequately safeguard Jewish students from verbal abuse and physical attack.

“A public post was made about me accusing me (by name) of supporting genocide, killing children and supporting an Israeli occupation. None of which were true. This post has been shared multiple times. It has led to me receiving threats that I would be physically hurt if i am seen at campus. I have not attended the medical school campus and am taking a year out for my safety. I reported it via the student discipline process 1.5 months ago but have not had a response, even after sending multiple follow up emails asking for updates.”

Male fifth year medical student

Someone threatened to rape me and called me names because I was Jewish. The police were brought in and CST were informed.

Female third year undergraduate student

<sup>1</sup> This report was written on behalf of ICPG by Rosa Freedman and Laura Vaughan, using a survey designed by Leslie Gutman, with the support of Odeliya Lanir Zafir. We are grateful for the research assistance of Yichang Sun for the geographical data processing, and Noa Benzadon and Natalia Orenstein for the survey data processing.

<sup>2</sup> [https://hansard.parliament.uk/commons/2023-10-16/debates/4B1D5F8B-41E2-4977-8559-51C36494AC90/IsraelAndGaza?utm\\_source=HOC+Library+-+Current+awareness+bulletins&utm\\_campaign=7a7e42c8ee-Current\\_Awareness\\_IADS\\_17\\_10\\_2023&utm\\_medium=email&utm\\_term=0\\_f325cdb](https://hansard.parliament.uk/commons/2023-10-16/debates/4B1D5F8B-41E2-4977-8559-51C36494AC90/IsraelAndGaza?utm_source=HOC+Library+-+Current+awareness+bulletins&utm_campaign=7a7e42c8ee-Current_Awareness_IADS_17_10_2023&utm_medium=email&utm_term=0_f325cdb)

# Background

The Intra-Communal Professorial Group (ICPG) was created in 2024 in response to a significant rise of antisemitism across academia globally and in UK Higher Education in particular. ICPG is an organisation comprised of Jewish academics who aim to address the attacks and harassment against Jews on campuses, and the hostile environment for them in academia with systematically gathered data and evidence-based policy reports. We come from across the UK Higher Education sector, representing disciplines from the broad spectrum found in those institutions.

In order to address a problem, we must first understand it. Thus, we conducted a survey of Jewish students attending universities in the UK in the past academic year.<sup>3</sup> The survey forms part of a broader research project into the situation for Jewish students on campus before and since 7th October. Its aims are to provide an evidence base for analysing and understanding how antisemitism manifests and is experienced in the sector and for proposing how this situation can be improved. The survey asked a series of questions designed to understand better students' experiences of antisemitism at universities before and since 7th October, which has in turn enabled us to analyse the changes either side of that datum. The analysis led to recommendations for combatting and addressing antisemitism at UK universities, which are laid out in the following brief report (a longer academic article will follow in due course).

<sup>3</sup> The survey used a drop-down menu based on the Universities UK list, <https://www.universitiesuk.ac.uk/about-us/our-members>, with the option of adding other universities not listed.

<sup>4</sup> UK Census 2021, UJS 2024 Student Survey, and HESA 2023 stats, respectively.

<sup>5</sup> e.g. University of Sussex and Brighton University share a society, as do University of Nottingham and Nottingham Trent, while all three of the universities in each of Liverpool and Leeds have a joint society.

The survey was conducted between 29th May and 3rd July 2024, aiming to coincide with the closing weeks of the academic year. It was advertised widely via Jewish student networks and organisations, including by the Union of Jewish Students (UJS), as well as on social media. Inclusion criteria included self-identifying as Jewish (which addresses both the protected legal characteristics of Jewishness as a religion or belief and as a race) and attending a UK university as either an undergraduate or postgraduate student during the academic year of 2023-2024. In total there were 497 participants from more than 80 universities.

There are approximately 250,000 Jews in the UK (0.4% of the population) and approximately 9,000 Jewish university students out of 2.86 million UK students.<sup>4</sup> Of the 141 universities on the UUK list, one third (34.8%) have a formal Jewish society, or a connection to one.<sup>5</sup> In contrast, nearly all (90%) of the 490 respondents for whom there was data, were on a campus with access to a UJS Society.

“The Jewish Society stall was shut down due to safety concerns of security personnel due to the threats we were getting by the students and the crowd that was gathering around the stall. Students were harassing, shouting and swearing at us.”

Female second year undergraduate

“I had a friend who was assaulted while entering his apartment building after walking back from campus. A group of pro-Palestinian protesters recognized his kippah and attacked him. He spent nearly two weeks in the hospital with a severely injured eye. And, eventually, he decided to return home and complete the rest of the year online.”

Female first year undergraduate

“A table set up by Jewish students had a sign on saying come talk about our Jewish identity was attacked and destroyed. Anti-Semitic slurs and blood libels graffitied over the walls of our university. Disinformation regarding Jews spread daily by the encampment on campus, they held a talk titled the radical Jewish traditions.”

Male third year undergraduate student

“I’m grateful that the campus protests here haven’t been as physically violent as in the US, but that’s about all I can be grateful for.”

Female Master’s student

Half of the respondents are at universities with 150 or more Jewish students on campus, while across the UK, only a fifth of universities with a formal Jewish student society have this significant a number of Jewish students on campus.<sup>6</sup> Bearing in mind that respondents are clustered in a relatively small number of universities (60% of the current UUK list), and bearing in mind those universities are also home to the largest Jewish student population, it is clear that there is a tendency for Jewish students to choose universities where there is a significant presence of Jewish infrastructure – though we are not suggesting this is the sole reason for this choice.

While the report is not a formal statistical sample of the population, we believe it is broadly representative of the current Jewish student population. It has captured a significant number of responses (approximately 1 in 18 current UK Jewish students), which shows how engaged the students are with this problem. Indeed, the survey responses demonstrate that the participants are broadly representative of Jews on campuses. Alongside the preponderance of responses from students at universities with a significant Jewish presence, there are contrastingly outliers attending universities without Jewish societies, infrastructure, or often even other Jews.<sup>7</sup> Alongside the responses to the questions, the survey captured a wide range of views within free text boxes, quotations from which are used illustratively below (with future formal analysis to follow).

<sup>6</sup> Numbers are estimated by UJS, whose data reports on Jewish student numbers per university ranging between 10 to 1000. Data manually obtained from <https://www.ujs.org.uk/j-socs> in July 2024.

<sup>7</sup> Of the 48 respondents at universities without a UJS society, there are no more than 25 (UJS estimates).

# Survey Results

In this report we will focus on the differences in students' experiences of antisemitism before and after 7th October 2023. This data is crucial evidence of the increased antisemitism in UK universities and will be used to underpin ongoing discussions and recommendations. When asking about experiences of antisemitism the questions broadly focused either on manifestations from other people (such as through harassment, discrimination, intimidation, exclusion, demonisation, or attacks) or modifications to their own behaviour borne out through fears, concerns or worries arising from a hostile environment within the universities. We asked questions on a range of discrete space categories including: the seminar/lecture room, the physical campus, shared living spaces, online or virtual learning spaces, social media, and social spaces.

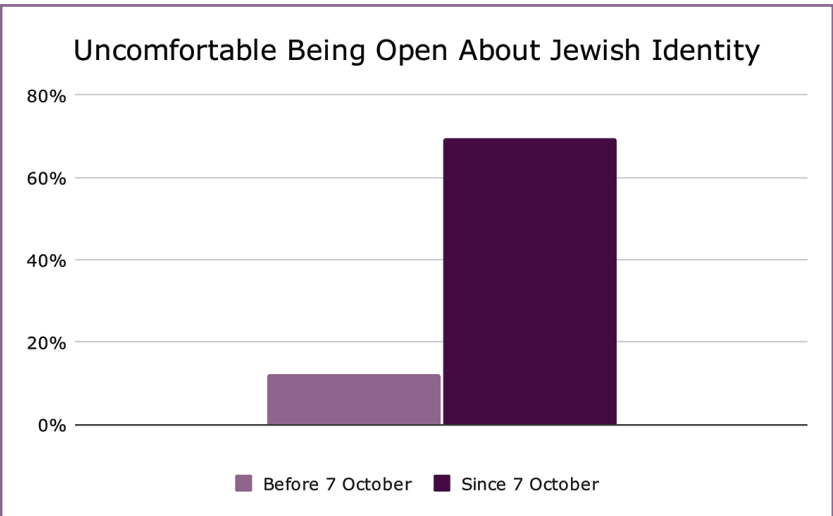
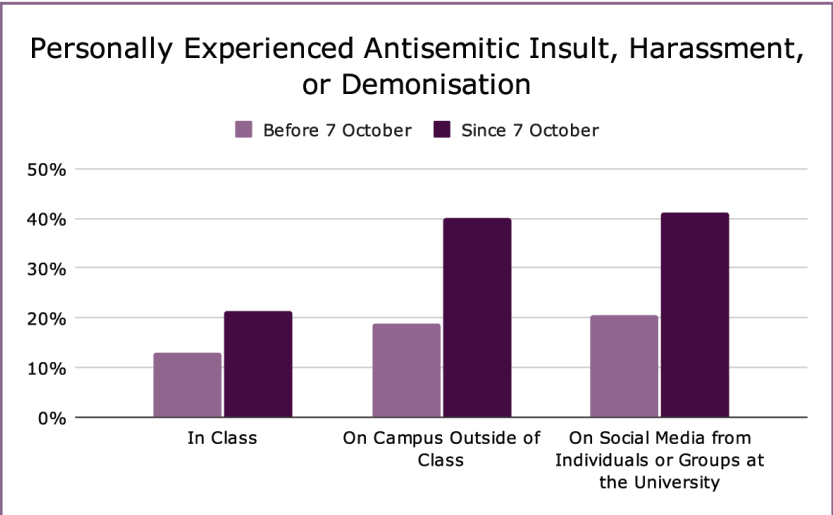
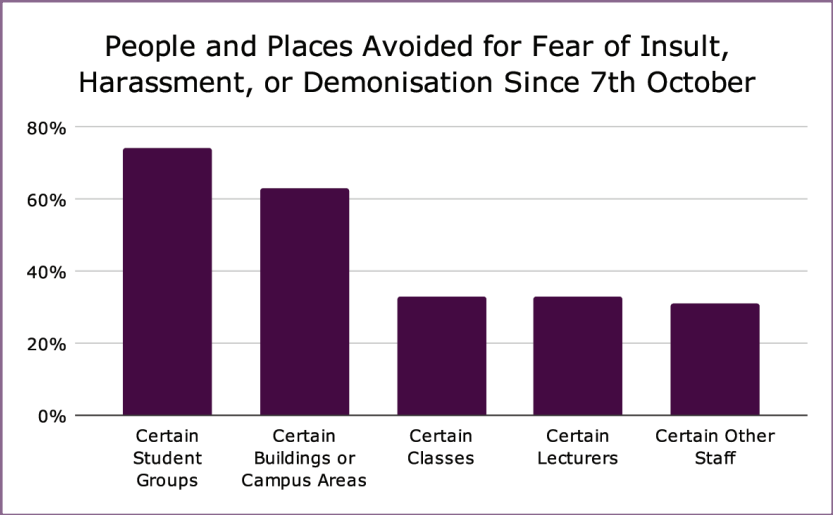
We repeated some key questions on student experience before and since 7th October. The following reports the difference in rates of responses answering "yes" to the questions (each of which was asked separately). Notably the situation was bad even prior to the datum, but the rise in levels is clearly affecting nearly half of the respondents who answered these questions.

- Did you personally experience any of the following because you are Jewish before/ since 7th October? Insult, harassment, or demonisation on social media (e.g. Instagram, WhatsApp) from individuals or groups at the university: *Before* 20.5%; *Since* 7th October 41%. This constitutes a 20.5 percentage points increase.
- Did you personally experience any of the following because you are Jewish before/ since 7th October? Insult or harassment in class: *Before* 12.8; *Since* 7th October 21.5%. This constitutes an 8.7 percentage points increase.
- Did you personally experience any of the following because you are Jewish before/ since 7th October? Insult, harassment, or demonisation outside of class but on campus: *Before* 19%; *Since* 7th October 40.1%. This constitutes a 21.1 percentage points increase.

Small, but concerning numbers were also found in relation to personal experience of physical attack, rising from 1.8% to 5.2% since 7th October and fear for safety on campus, rising from 17.1% to over half, at 53.9% - a rise of 36.8 percentage points.

"I found it very disturbing when there was a Palestinian encampment in a building and a pro-Israel protest outside- I found it very sad that the two couldn't come together and I felt so torn being somewhere in the middle. I do not agree with what the Israeli government are doing at all and I want to protest against it- but I feel slightly paranoid in those spaces and feel scared if people find out I am Jewish or if I will see/ hear things that will upset me."

Female third year undergraduate



For brevity, we don't report here the similar questions regarding witnessing the above experiences, other than to point out the most substantial increase of witnessed harassment since 7th October: a 34.1 percentage points rise, from 28.4% to 62.5%, in witnessing of the following happening "to someone else because they are Jewish since 7th October: Insult, harassment, or demonisation on social media (e.g. Instagram, WhatsApp) from individuals or groups at the university)".

Another set of questions relates to patterns of behaviour, whether it is being open about Jewish identity, observing antisemitic imagery or slogans, or avoiding certain areas on campus, and feelings of safety, all of which are likely to have a profound effect on Jewish students' ability to participate fully in campus life.

- Respondents have, since 7th October, been avoiding certain student groups for fear of insult, harassment, or demonisation at rates of 74%; certain classes at 33%; certain lecturers at 33%; certain other staff at 31%; and certain buildings or campus areas at 63%.
- We also highlight the following comparison rates of being comfortable about Jewish identity before and since 7th October: while before 7th October 78.9% were either "Somewhat" or "Very" comfortable about "being open about your Jewish identity", only 21.7% were correspondingly comfortable since 7th October. For completeness, the comparative figures for "Somewhat uncomfortable" or "Very uncomfortable" rose from 12.2% to 69.6%.
- 27.3% on the 4-5 part of the scale (1 = Never; 5 = All the time) have "personally seen graffiti, posters or fliers that included Nazi imagery (e.g. swastikas) or antisemitic slogans since 7th October",

"Overall it has been an incredibly stressful time. I was always very quiet about my Jewish identity. My parents always told me to lie growing up, and I always thought it was deep paranoia. After October 7th I have become extremely paranoid that I will be 'outed' and have been extremely nice to people who know, in fear of being 'exposed'. It's so shameful."

Female second year student

"After leaving a bagel lunch from the Jewish Chaplaincy on campus I was spat at - I ignored it felt mortified and walked home. Nothing was done about it."

Female second year undergraduate

- Nearly three-quarters (Yes 73.89%) have "heard or seen chants, signs, imagery, or slogans that you consider to be antisemitic at any of the protests or encampments on your campus."
- And 60% of respondents feel unsafe on campus (counting responses of 1-3 on the scale, (and a third, 34.2% if we count only 1-2) in response to a question "Do you feel safe on campus", using a scale of 1-5 where 1 = Never feel safe; 5 = Always feel safe).



# Analysis / Discussion

In many ways the survey results are unsurprising in that they confirm what many people in Higher Education have reported having witnessed or experienced as occurring within UK universities. The data demonstrates the scale of the problem, underscoring the pressing need to combat the surge in antisemitism over the past year across UK universities. The numbers of students who have personally experienced antisemitism across different spaces is up to 30 percentage points higher than prior to 7th October. The most worrying related statistic is a rise to nearly 70% of students feeling uncomfortable about Jewish identity – such high levels of discomfort help explain the patterns of spatial avoidance also reported here. Those experiences have been across all spaces. In this section we provide a few illustrative examples from the many hundreds of responses received.

Students reported physical attacks, including violence, being spat at after leaving a Jewish religious event, being “chased by a man with a large glass bottle”, having rubbish thrown at them, being pelted by eggs after hearing the Chief Rabbi speak on campus, and having their “Magen David” (Star of David – the universal Jewish symbol) necklaces grabbed from around their necks. Students also reported an increase in verbal threats of violence. These included threats being made from passing cars, passersby, or people known to the students. Respondents noted that they had reported these to the police, to the CST,<sup>8</sup> and/or to the university; some are still awaiting a satisfactory response.<sup>9</sup>

Verbal harassment was a significant theme in the free text responses to the survey, with many students giving examples of how this has manifested. Some harassment was

evidently deliberately targeted at students known to be Jewish. One student reported that they were “called a child murderer because I said I was Israeli”. Another explained that “someone threatened to rape me and called me names because I was Jewish.” One student encountered protestors in their building who called them “a Zionist Nazi” as they tried to move past the protest. Others were opportunistic incidents aimed at students who were visibly Jewish, including antisemitic slurs when walking past encampments, “several occasions of complete strangers making antisemitic remarks (e.g. ‘you’re a fucking pig’ etc.) in passing”, and someone saying “Heil Hitler” and giving a Nazi salute. This has also occurred in written communications, for example: “The encampment outside the union has placed slogans on the chalk including many classic antisemitic tropes and blood libels among other things.”

“I’m terrified. People are violent and lacking empathy or critical thinking. I’m hearing people state blood libel as fact. I never thought this could happen again. I’ve heard people state ‘Jews aren’t human’. And there is nothing that can be done about it.”

Female, second year  
medical student

<sup>8</sup> The Community Security Trust (CST) is a UK recognised charity that protects British Jews from antisemitism and related threats, working in coordination with the police.

<sup>9</sup> “[I]t has led to me receiving threats that I would be physically hurt if I am seen at campus. I have not attended... campus and am taking a year out for my safety. I reported it via the student discipline process 1.5 months ago but have not had a response, even after sending multiple follow up emails asking for updates.”

Respondents reported that the impact of these attacks included fear, intimidation, and shame for the victims. This led to a feeling of isolation and vulnerability amongst many respondents. One student reported: "I have never felt less protected as a Jew and less alone. This year has made me realise the only people who will look after us is each other." Another stated that their overall experience in university was one of "fear, nervousness and frustration on campus."

The physical violence and verbal attacks were raised by those who reported feeling intimidated into not attending Jewish events, changing their routes across campus, and not wearing things that would identify them as Jewish. Students reported deliberately hiding their Jewish identity for fears of violence, intimidation or discrimination. This occurred in particular in universities with low numbers of Jewish students. Others reported hiding their kippot (Jewish skullcaps worn by religious men) and tzitzit (religious fringes on clothing worn by men), and making sure no-one "outed" them as Jewish, for fears of attacks. Respondents who hide their Jewish identity reported hearing antisemitic remarks and conversations amongst classmates who were unaware that there was a Jewish student listening to those conversations.

It is important to note that some respondents praised their university leadership and/or specific academics in their departments for efforts to combat antisemitism. Most students, however, expressed that not enough had been done to combat antisemitism in teaching spaces – both physical and online – including social media groups specifically connected to their courses and fellow students. Concerns were raised about academics who focused excessively on Gaza or Palestine in their classes after 7th October, including when this was not obviously to the module.

Some respondents reported hostility from academics when asking for extensions to work over religious festivals (when the rules of the religion do not allow religious Jews to do any work), which had not occurred prior to 7th October. Others raised concerns about antisemitic tropes from academics during lectures. Students were particularly concerned about how: "Zionism is substituted for Jew, very thinly veiled. The word Zionist or Zio is now used as a slur."

Another explained that "language that is ostensibly only antizionist could still be antisemitic, for example calling Zionists 'rats' or a 'disease'."

Many respondents expressed that antisemitism from classmates was ignored by their lecturers. In particular, course WhatsApp groups were described as being places where antisemitic content was not just tolerated but was defended, and that even when challenged by academics the students refused to take down the content and instead insisted that the Jewish students leave the group. Others explained that their course mates deliberately intimidated and bullied them into not attending classes or lectures. The respondents complained that there had been no disciplinary action, despite repeatedly complaining about the behaviour. One described it as: "A deterioration since 7th October with anti-Jewish racism openly expressed in class which would never be tolerated against another racial group."

Exclusion and "deliberate isolation by my classmates" were reported to have impacted Jewish students' ability to join groups needed for coursework, intimidated them from attending lectures and seminars, and impacted beyond those study spaces into their home and social lives. Many reported problems with their flatmates, with one "having to move house" because of antisemitism. Another reported being "excluded from my society" for being Israeli.

All these forms of antisemitism contribute to the sense of isolation that was reported widely across the different universities. The largest theme that came from the free text responses relate to the hostile environment for Jewish students. This is not necessarily about specific antisemitic actions or speech, but rather the creation of an intimidating or abusive environment in which Jewish students are not able to study and live in UK universities in the ways that all other students are able to do so. It is more difficult to quantify the “hostile environment” than other forms of antisemitism. The following quotes are just some examples of how this manifests, and the impact that it has on Jewish students.

“I have been avoiding attending lectures in person due to the nature of the protests and their banners and signs that will of course offend me.”

“It feels like I have spent more time fighting Antisemitism at university this year than I have studying. There are only 15 Jews on our entire campus, and we are constantly excluded, marginalised, and surrounded by a sea of hatred for Israel and the Jewish people.”

“They elected someone for rector who took away Jewish students’ right to define antisemitism [referring to IHRA<sup>10</sup>]. It made me cry to be honest, I felt so unwelcome.”

“My university hasn’t even addressed the encampment in any weekly correspondence. They’re acting like it isn’t happening. No support was offered to Jewish students after the 7th, and it doesn’t appear that they’re doing anything to remove the encampment or make Jewish students feel safer. I’m terrified on campus.”

“Encampment is violent and abusive to anyone visibly Jewish, as well as constant fly posting everywhere on campus of antisemitic rhetoric for their twice weekly hate marches.”

“It is made abundantly clear every single day that as a Jewish person who supports Israel’s right to exist, I am not welcome on campus.”

“There’s no one on campus that feels safe to speak to about the issue of anti-Semitism. It feels as if there is a universal culture of Jew hatred amongst staff.”

“We have had several meetings with university staff to discuss how to combat campus antisemitism, but we have found that most of what comes from these meetings are just words and the pro-Palestine encampments and protests are being allowed to continue unchallenged”.

It is important to note that not all respondents felt the same way as one another. Some reported not having experienced antisemitism, although some noted that they defined antisemitism as physical violence, verbal threats, or direct discrimination against religious beliefs or practice. We deliberately did not define antisemitism in the survey. A small number of students identified themselves as anti-Zionist Jews and expressed concern that their fellow Jewish students had excluded them and/or that they did not feel that the Jewish Society or Union of Jewish Students represented their views or supported them.

<sup>10</sup> IHRA is the widely recognised International Holocaust Remembrance Alliance working definition of antisemitism, which has been adopted across most UK universities, as well as all UK government bodies and police forces.

# Recommendations

The ICPG has already published evidence-based reports and recommendations aimed at some key sectoral issues, including how to address the challenges of Fresher's Week (which this year coincides with the first anniversary of the 7th of October pogrom), antisemitism and academic freedom, and reporting mechanisms. There are also key stakeholders working in some of the areas of concern, such as the Union of Jewish Students (comprised of democratically elected sabbatical officers representing Jewish students), Jewish Chaplaincy (providing religious and spiritual support to Jewish students), and the Community Security Trust. Those organisations ought to be included in supporting implementation of those recommendations relevant to their work.

Our recommendations are grouped under the subheadings of the key findings from the survey.

- 1. There has been up to 34 percentage points increase in rates of antisemitic abuse in universities since Oct 7th. These include physical attacks, threats of rape, violence, verbal abuse, harassment, and use of Nazi imagery.**

The scale of this problem demonstrates the pressing need to address these issues and to design systemic, holistic responses from policymakers, the sector, and individual universities. We recognise that some good work is going on in a range of institutions, but we suggest that a joined-up approach is required. To that end, we recommend the following:

- (i) A sectoral taskforce ought to be created to focus on combatting antisemitism in UK universities and the Higher Education sector. It might comprise sector-specific stakeholders, senior leaders from universities, and representatives from ICPG, UJS, and Jewish Chaplaincy. The aim of the taskforce would be to produce a systemic and holistic strategy and approach that can be adopted in a context-specific way for individual universities.
- (ii) Further research should be undertaken into the nature and forms of the problem. This would be a larger project than our current survey and designed to work with all relevant stakeholders to map and understand the problem and find consistent solutions for protecting student's safety.
- (iii) In the medium or long term there needs to be an Equality Charter Mark or similar tool that can be used to support and measure progress for universities in combatting antisemitism.
- (iv) Jewish organisations, students and staff in UK universities must be represented in any discussions about combatting antisemitism.

2. Jewish Students are withdrawing from all aspects of university life, including lecture theatres and seminar rooms, online learning spaces, social activities, and entire areas of campus. More than half of respondents reported being fearful of being on campus, and three-quarters being uncomfortable to be open about their Jewish identity. The consequential impact on their ability to participate in university life, let alone their mental and physical health, is profound.

The research findings have demonstrated an immediate need to understand and address the impact of the surge of antisemitism on Jewish students. The following recommendations are aimed at those impacts:

- (v) Research should be undertaken into what interventions are needed to enable Jewish students to participate actively in all aspects of university life. Solutions must be co-produced with Jewish students and the Union of Jewish Students.
- (vi) Universities should meet and communicate with their Jewish students regularly, particularly when there are key challenges such as encampments or a rise in antisemitic incidents. Good practice would include open “town hall” meetings with senior leadership at the university, open and accessible communication lines for all Jewish students with the students’ union, as well as discussions with elected Jewish Society representatives. This would be in line with other similar models that are used for other minority groups (e.g. BAME networks, Disability networks, LGBT networks, etc).
- (vii) The research has demonstrated that Jewish students increasingly rely on peer support alongside support from the broader UK Jewish community. There ought to be more sectoral resources and support for engagement with the Union of Jewish Students and Jewish Chaplaincy, even (and especially) where those organisations do not have an active presence (through a Jewish Society or a Jewish Chaplain) in a specific university.

### 3. There is compelling evidence that some universities are failing in their responsibility to adequately safeguard Jewish students from antisemitic abuse.

Organisational culture is critical to safeguarding against and combatting antisemitism. The data has shown that hostile environments of harassment and abuse have taken hold in many universities. We suggest that there needs to be a holistic approach across all universities to changing their organisational cultures by implementing the following recommendations:

- (viii) Universities should ensure that they have clear definitions of antisemitism that are included in staff and student codes of conduct and other relevant documents. Those definitions need to be part of the Diversity and inclusion training and awareness for all members of the University community.
- (ix) Staff ought to receive clear messaging about antisemitism in learning spaces, including what constitutes antisemitism, responsibilities on staff for addressing it in physical and online teaching spaces, and where/whom they can access for support. The nature of antisemitism as a Diversity and Inclusion issue and the legal protections under the Equality Act 2010 must be central to any training and awareness-raising.
- (x) Clear reporting procedures should be made available for anyone who has been the victim of or witnessed antisemitism. Reporting mechanisms need to be accessible and openly available, with clear signposting of who is responsible for taking forward each stage of the process. There must be protection provided from reprisals for people who report antisemitism.
- (xi) Clear disciplinary processes ought to be created and implemented to address all forms of antisemitism. It must be made clear that antisemitism, like all forms of discrimination based on protected characteristics, will never be tolerated.
- (xii) Senior leadership within universities ought to provide clear communications about encampments, the right to protest peacefully, and the right to non-discrimination and non-harassment based on race or religion. These communications should be made accessible and openly available.

"I have had exclusion from student groups and many friends no longer speak to me, including some teachers because I wear a Magen David. I have been spat at and shouted at as well as not allowed to enter certain areas in the university. I have been told I should have 'died in the gas chambers'."

Female second year undergraduate student

"I have been called 'motherfucking pig' and 'bitch' on multiple occasions. A car mounted the pavement and the driver yelled obscenities at me. I have had conversations in which I've been told I'm white (I am Middle Eastern), have too much power, am rich and have too much influence. I have been in classes where 'from the river to the sea' has been said. I have been yelled at in the street. I have been in an uber where the driver has said antisemitic things to me whilst the doors were locked. I have been contacted online and called a 'terrorist', told I was 'committing genocide' and accused of 'spreading Zionist propaganda'. On the train in London, someone asked if I was Jewish, and when I replied yes they said they 'didn't want to stand next to a Jew on the train' and got off at the next station (nobody said anything in response). Most recently, I was wearing a JSoc [Jewish Society] jumper on campus and someone spat on me as they walked past."

Female Master's student

INTRA-COMMUNAL PROFESSORIAL GROUP

**ICPG**★

[icpg.org.uk](http://icpg.org.uk)