

Committee on Education and the Workforce
Subcommittee on Workforce Protections
Hearing on “Combatting Workplace Antisemitism in Postsecondary
Education: Protecting Employees from Discrimination”
June 26, 2024

Written Testimony of Professor Brian Keating

My name is Professor Brian Keating. I am the Chancellor’s Distinguished Professor of Physics at UC San Diego. I have been a professor at the University of California for over 20 years. In that time, I’ve been privileged to work with and teach some of the best and brightest human beings from all seven continents. I have supervised students from all backgrounds, from devoutly Christian to Muslim immigrants from Uganda to atheist Jews from Israel.

My research focus is on the first trillionths of a second following the Big Bang, and my group and collaborators build telescopes at the world’s most extreme environments, including the South Pole, Antarctica, Chile’s Atacama Desert, and even from rockets we launch into space.

The University of California is one university with ten campuses. All ten of our campuses are united in academics, and we all have an affinity for the best public institution in the world. What affects one campus often affects all campuses. This is unfortunately true of bad ideas spreading and the worst among them flourishing. This is certainly the case with antisemitism at my campus and others in the University of California System:

The recent Anti-Defamation League (ADL) report card on campus antisemitism gave UC San Diego a “D” grade, as it did for every other UC campus tracked in the report card. The exception was UCLA, which was recently downgraded from a D to an F. This downgrade highlights significant concerns about the university's handling of antisemitic incidents and potential violations of Title VII of the Civil Rights Act of 1964 [1][2].

Note that California is the state with the second most antisemitic hate crimes in the nation, just behind New York.

I wish to relate first to a reprehensible incident known as the ‘Compton Cookout’, which took place off-campus in San Diego in February 2010. The Compton Cookout, a racist party hosted by several UC San Diego students in 2010, sparked

outrage and led to significant changes in the university's approach to diversity, equity, and inclusion (DEI). The aftermath of this incident highlighted the need for comprehensive DEI initiatives and resources at UCSD for some members of its population, but not all.

In response to the Compton Cookout and subsequent events, the Black Student Union (BSU) and other student organizations presented a list of 32 demands to the university administration, including the establishment of a center for African American students, efforts to increase enrollment and hire more African American faculty, and the creation of a Vice Chancellor for Diversity, Equity, and Inclusion (DEI) position.[2]

There are many DEI-related positions within the UC system. Reports suggest that nearly 700 employees work under the DEI umbrella. Despite this commitment, many Jewish and Israeli employees and staff wonder if the commitment to diversity applies to them.

The amount of antisemitism on campus has made employment untenable for many faculty and staff who experience discrimination based on religion and their national origin.

As an educator of more than two decades, I know there is no possibility of education in an environment of hatred and demonization. Physical and mental well-being is the foundational tenet of Maslow's hierarchy of needs as applied to pedagogy.

Yet below, I have compiled testimony from UCSD students, who also happen to be employees as Teaching Assistants and Researchers. Some of these testimonies should horrify anyone of conscience, not only my fellow educators:

An Israeli American student states: "I'm a member of the United Auto Workers union because of my position as a Reader/Grader for students in biological sciences. The union, which is supposed to represent me, has entirely isolated myself and countless other Jewish employees as they attempted to authorize a strike from work because several union members were arrested for their illegal activities in encampments and protests...Furthermore, as a volunteer student researcher in a cardiology research lab, I had to avoid conducting my research on June 3rd as our buildings had to be locked from the outside to prevent protesting mobs during SJP's "UCSD's complicity tour," where they personally targeted labs

associated with Zionists, and I was in fear as a Jewish worker in a department with numerous Jewish faculty.”

Another graduate student testifies that she received a letter from her professors (i.e. her employer-supervisors) regarding Israel that included terms like “apartheid,” “genocide,” “illegal occupation,” “and militarism.” The letter made her feel unsafe and “aware of those in the department who might have a bias against me, and who I may not feel comfortable working for in the future considering their outdated anti-Israel feelings.”

Another says she doesn’t know “how much longer I can do this. I can’t work at UCSD, I can barely live here – and I have learned, brutally and painfully, where my life ranks for the people I’m surrounded by every day.”

A professor of anthropology reports discrimination and a hostile work environment: “In October, Anthropology professors canceled classes in solidarity with Hamas and used departmental listservs to urge others to follow suit. A Jewish professor was publicly called a hypocrite for not attending a meeting on Passover. The Director of Undergraduate Studies presented a letter demanding faculty take a public stand against the Chancellor and Israel, which she had coerced students into signing. Professors have also pushed for BDS, the Chancellor’s resignation, and actions against Israel while suppressing opposing viewpoints. They aim to sever research and teaching partnerships with Israeli scholars despite these scholars protesting against their government.

Despite multiple official complaints to the Office of Prevention of Harassment and Discrimination and appeals to the DEI Officer, no actions have been taken. Requests for an advisory committee on antisemitism and testimony to lawyers investigating an open Title VI case have also been ignored.”

These, unfortunately, are not issues stemming from the Hamas terrorism of October 2023. In May 2023, during Justice in Palestine week, informally known Jews on campus as “Hate Israel Week,” a disturbing incident of antisemitic vandalism occurred at the University of California, San Diego (UCSD) when a swastika made from human feces was found smeared on a bathroom wall in the Kaleidoscope dorm building of Sixth College. This reprehensible act sparked outrage and prompted various responses from the university administration, student organizations, and the broader community.

The university's administration removed the feces graffiti and launched an investigation by campus police to identify the perpetrator(s). Additionally, the Office of the Chancellor sent a university-wide email condemning the act and reaffirming UCSD's commitment to creating an inclusive and welcoming environment for all students, regardless of their background or beliefs.

The antisemitic vandalism deeply affected Jewish students at UCSD, who expressed feelings of disgust, numbness, and fear for their safety on campus. Elanit Leiter, a Jewish student who reported the incident to the UCSD Hillel, emphasized the need for the university to create a safer environment and acknowledge Jewish suffering and history within diversity, equity, and inclusion programming.[2]

Yet despite this horrific attack on Jews on our campus, the results of the investigation have not been released in the subsequent year, and no remediation or corrective measures, such as those taken in response to the (off campus) "Compton Cookout," have been taken.

Jewish students and organizations have called for increased education and awareness programs, stronger disciplinary actions against perpetrators of antisemitic acts, and the inclusion of Jewish history and experiences within diversity and inclusion curricula.[2] Additionally, there have been calls for improved security measures and the establishment of dedicated resources, such as an antisemitism hotline, to support and protect Jewish students on campus. None of these have been implemented, in contradistinction to the events following the Compton Cookout which have led to the establishment of a significant DEI administrative response.

UC San Diego is, sadly, not alone. At our sister campus of UC Santa Cruz, that same week in May 2023, we saw a deluge of antisemitic outrages.

In April 2023, back-to-back antisemitic acts occurred on and near the campus of the University of California, Santa Cruz (UCSC). In the first, a group of students organized a party commemorating the birthday of Adolf Hitler, and in the second, someone placed a flyer promoting antisemitic and homophobic ideas on the windshield of a car parked in downtown Santa Cruz
[<https://www.algemeiner.com/2023/05/10/disgusted-and-numb-university-of-california-san-diego-bathroom-vandalized-with-swastika/>]

Antisemitism and harassment at work since October 7, 2023

While the reprehensible Compton Cookout was a one-time incident, in contrast, every year, Justice in Palestine Week, informally known as “Israel Apartheid Week”, is observed by Students for Justice in Palestine (SJP). SJP started at UC Berkeley in 1993 and has grown every year since, spreading to the other campuses of the UC system. For 20 years, the SJP has organized an effective propaganda campaign demonizing Israel, erasing it from maps of the Middle East and attacking Zionism, which is as essential to Judaism as the resurrection is to Christians.

https://www.instagram.com/p/C6coE_tp0ou/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWF1ZA==

On October 12, *just five* days after the Hamas terror attack on Israel, SJP at UCSD had a vigil to “honor the martyrs” of Palestine. This was weeks before the IDF’s campaign in Gaza began.

The martyrs being honored were, therefore, presumably, the terrorists themselves also killed in the attack. The vigil was announced in an Instagram post which, once again, depicted the removal of the State of Israel completely, with a concomitant replacement of the map by a Palestinian flag

(https://www.instagram.com/p/CyOyqbIS-aU/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWF1ZA==)

The ADL report mentioned above details several other disturbing incidents at UCSD over the past year, including harassment of Jewish students wearing Star of David necklaces [1], and the need to evacuate Jewish students from a student government meeting due to anti-Israel protesters outside the building [1][12][14].

These incidents contribute to a hostile environment for Jewish students and employees, violating Title VII's prohibition against religious discrimination and harassment in the workplace [1][2]. Jewish students report feeling unsafe and anxious on campus, with some reluctant to openly identify as Jewish for fear of backlash [1][12][16]

May 2024 Illegal Encampment and administration reaction:

UCSD had seen numerous protests over the war in Gaza since October 7 which culminated with the creation of a protest encampment early in May 2024.

Here are the facts of the encampment, modified from an article in the San Diego Union-Tribune by Gary Robbins.

(<https://www.sandiegouniontribune.com/2024/06/13/breaking-his-silence-ucsd-chancellor-pradeep-khosla-explains-his-crackdown-on-a-gaza-protest-encampment/>)

The protesters put up about twenty tents on the campus's student center, near Library Walk, in a 20-minute period on May 1, using materials that had been stored in nearby Price Center. Afterward, campus officials quickly showed up and told them the encampment was illegal.

After the camp was erected, UCSD police shifted to emergency staffing (12-hour shifts, no days off) to provide security, officials said in their executive summary, "diverting resources from other public safety activities and imposing a tremendous burden," it added.

The university described its communications with the protesters as "increasingly difficult," its review says. "There was no consistent person to communicate with, no one claimed to have any authority, and shifting representatives deflected responsibility and accountability for communications, actions, or follow-up."

"We did not have enough people for security for the rest of campus," Chancellor Khosla told the Union-Tribune.

"Encampment participants left the encampment and occupied Library Walk at the same time as the counter protesters were marching through the same area. This resulted in hundreds of individuals from the two factions, feet apart from each other, screaming and waving objects in each others faces. Thankfully, this incident did not result in violence, but the encampment's decision to provoke and confront counterprotestors dramatically increased the risk of violence breaking out as happened at UCLA," the university said in the document.

Officials added, "If a fight had broken out, it is likely that the campus' security resources would have been overwhelmed."

UCSD police were present at the demonstration. The university's executive summary does not say how officers were told to manage the protest and counterprotest.

"We are not going to be relying on UCPD to protect us," a protester said. "No cops, no administration, no one's going to protect us. We will protect ourselves."

A large sword and flammable materials were found inside the camp and by Sunday, the UCSD encampment had tripled in size.

The illegal encampment at UCSD was anything but peaceful. Weapons were found during the clearing, oil-soaked rags and other fire code violations were discovered. Participants vandalized campus, wearing keffiyehs and face masks while shouting antisemitic genocidal chants such as “there is only one solution - intifada revolution” and “murder the Jews” to an identifiably Jewish student. Stickers espousing antisemitic tropes and glorifying gun violence were found, and brochures celebrated terrorists who attacked Israel on October 7th as “martyrs.”

The genocidal phrase “From the river to the sea, Palestine will be free” was heard and seen on sidewalk chalk, stickers, and pamphlets. Congress passed a bipartisan resolution condemning this chant as antisemitic. Protesters used intimidation tactics to prevent Jewish students from crossing campus, making it so dangerous that classes were disrupted and canceled for safety.

While the First Amendment guarantees freedom of speech, it does not grant individuals the right to break the law or endanger others. Protesters engaging in illegal encampments, wielding weapons, and promoting hateful rhetoric cannot use free speech as a shield. With rights come responsibilities, and those who abuse their rights through unlawful behavior must be held accountable.

The illegal encampment at UCSD aimed to foment hate against Jewish people. Protestors wrongly accuse Israel of genocide while calling for the genocide of Jewish people. They were advised to disperse on May 6th but chose violence against law enforcement. Resisting arrest and attacking officers is against the law, and there are consequences for breaking it.

The Chancellor and the San Diego County Sheriffs are to be commended for dismantling and clearing the illegal encampment at UCSD. It is unfortunate that others are slandering the Chancellor and the Sheriff’s Department for doing their job and keeping everyone safe, including peace officers performing their duties and following policy and procedure.

The Chancellor and Sheriff’s Department enforced law and order, and we commend them for their professionalism. The vast majority of the faculty stand with them against unjustified complaints and request that charges against violent protestors are not dropped. The illegal encampment at UCSD on May 6 was a

troubling event that impacted campus safety and security. Law enforcement's swift and decisive actions should be commended.

Partisan Political Divisions from Academic Leadership

When viewing employees of UCSD, it's important to recognize that the Academic Senate is responsible for shared governance of the university. Unfortunately, in May and June 2024, the Chair of the Academic Senate, John Hildebrand, who leads the body responsible for governance of the faculty (i.e., employees) of the university -- *refused* to meet with Jewish undergraduates while, in contrast, he did meet with students from the Students for Justice in Palestine (SJP UCSD) and then called for a censure and vote of no confidence in the Chancellor following his decision to remove the illegal encampment which had prevented access to campus property to Jews and non-Jews alike.

During a special session of the UCSD Academic Senate held on May 10, it became clear that a group of faculty members, seemingly supported by the UCSD Academic Senate Chair, were pushing for a vote of no-confidence in Chancellor Khosla for his decision to clear the encampment. During this session, the Chair openly criticized the administration, stating that the Academic Senate was not consulted and that this was a severe breach of joint governance. As we later learned from the Chair, he was upset that the Chancellor did not accept his counsel.

In response to and following this meeting, a diverse group of colleagues from across campus signed a motion in support of Chancellor Khosla's timely and well-planned action, which cleared the unauthorized and arguably illegal encampment.

1. Other UC campuses did not clear the encampments and now face Title VI legal action against them (see List of recently opened Title VI investigations) and UCSD is at serious risk of joining it.
2. Other UC campuses experienced physical damage to structures and violence with physical harm to people during clearing of encampments. UCSD did not.
3. Further, most UC campuses are experiencing ongoing disruptions.

Ultimately, it is the Chancellor is responsible for campus safety and compliance with Title VI. It is his duty to do so. His handling of the situation was well-planned and thoughtful, thus diffusing a situation that might have led to injury or worse, as seen on other campuses.

It is apparent that UCSD's Academic Senate Chair is inappropriately politicizing his seat, supporting the initiatives against the Chancellor, and in the process has engaged in:

Misrepresentation to Administration: He presented his own views to the administration, as those of the faculty, without prior consultation.

Manipulation Regarding No-Confidence: the Senate Chair falsely accused the Chancellor of failing to consult with the Academic Senate regarding the encampment.

Selective Listening: Jewish students were rejected or ignored, while Students from the Students for Justice in Palestine were listened to.

Recommendations

To comply with Title VII of the Civil Rights Act and create a safe, non-discriminatory work environment, UCSD must take proactive steps to address antisemitism on campus. This includes promptly investigating and addressing all reported incidents, providing support and resources for affected employees, including student employees, and fostering open dialogue and education to combat antisemitic stereotypes and harassment.

By prioritizing these actions, UCSD can work towards improving its grade on the ADL's report card and, more importantly, create a campus climate that upholds the rights and protections guaranteed by Title VII.

In November 2023, UC President Drake pledged \$7 million to help UC campuses address and combat antisemitism, Islamophobia, and other forms of bigotry. This included funding for mental health resources, educational programs to understand better antisemitism and Islamophobia, and UC leadership and faculty training. It is not at all clear how these funds are being used, and what, if any accountability there is for implementation of such measures.

Appendix A: Student Employee Testimonials:

From PhD student researcher Jubilee Cabellon:

I am a descendant of inquisition survivors who migrated from Spain to Mexico to The USA, fleeing jew-hatred and traces of the inquisition. Even after the inquisition ended in Mexico, my family carried a custom where they wouldn't tell their kids they were Jewish until they were old enough to keep it a secret. My family almost lost all their Judaism due to secrecy until my mom's grandma told her in the 90s (when she was 18) that "now seems to be a safe time to be a jew" and that we can go back to our culture and history.

If my great-grandmother knew what was happening almost 20 years after her passing, perhaps she would have taken this secret to her grave. Once again, it does not feel safe to be a jew. My parents and partner have told me to hide anything indicating I'm Jewish, I've stopped wearing my star-of-David jewelry in public, kept all my curtains closed to hide my Jewish items hanging in my house, and I've brought in my mezuzah. Hearing things like "there is only one solution, intifada revolution", reminds me of the horrors done to my distant family during the first and second intifada. And now it seems like this jew-hate is at my doorstep. I ask myself, do I do what my ancestors did and hide my Judaism to survive? Or do I show myself a jew without trembling knees?

Hearing "When people are occupied, resistance is justified" to justify the acts of October 7th, terrifies me. Because had I been to the Nova Festival, people chanting these things would have excused my R*PE and M*RDER. And it makes me wonder, if it happens to me now, safe in my home in the US, will people excuse it because I am a jew? These protests make me think, my feelings and fears DO NOT MATTER

My family's attempts for survival WERE ALL FOR NOTHING because we are back at square one.

The worst part is, it's all in the name of social justice, and yet my people's work towards defending themselves is not justifiable in the eyes of the protestors.

I don't feel safe on campus, I am constantly on the brink of a breakdown with fear of people asking "are you a good jew or a bad jew"

I am worried about a building take over in my place of work, like there has been in other schools

I am constantly afraid of being harassed if I do express my identity

I had a really hard time going to work when the protests started, and the encampment was in one of my favorite areas to unwind. Now I can't even see it the same because it almost feels tarnished? In a way?

I am terrified of my labmates and floor mates bringing up the war

And I when I see them wear a keffiyeh, I have to stuff down a panic attack so I could just work.

I don't feel like I can be outwardly Jewish in my place of work and schooling, and I am scared of being targeted and I am scared of being confronted to choose or speak up

Haïa R'nana Bchiri:

UCSD has never felt like a dream-come-true place as a Jew, but since October, it's turned into a daily nightmare. While I was frantically sifting through the onslaught of horrific images and updates to see if my friends and family in Israel were alive after October 7th, I got a message from a colleague in my department lecturing me about "context" for the terror attacks. With saccharin "sweetness," she lectured about how Hamas was actually freedom fighters who were totally justified in raping and murdering civilians. When I had the audacity to still condemn Hamas and try to figure out if my then-6-year-old sister was among those murdered by her "freedom fighters," she proceeded to spend the next several months giving me the silent treatment every time our paths crossed at work. And that was just the beginning.

My inbox is full of emails from my department, composed by faculty, admin, and graduate students, that are steeped in blood libel and antisemitic rhetoric. I can't turn a corner on campus without coming face-to-face with a flier promoting the destruction of Israel by any means necessary, posters and graffiti and pamphlets that repeat the "from the river to the sea" slogan, calling for the deaths of my family and the annihilation of any Jews who dared live in our indigenous homeland. About two weeks ago, I walked out of the building in which I teach and was greeted by a sign reading "One Solution: Intifada Revolution!" I was talking with a student at the time, but completely froze and couldn't continue answering his question: I was too busy dealing with PTSD, something that's become a regular

occurrence whenever I'm on campus (which is anywhere from 3 to 6 days a week for work). Despite the people who have tried to dismiss me with dictionary definitions, to me posters and chants for "Intifada" mean one thing – a dogwhistle for antisemitic violence. "Intifada" is what they called it when my parents' neighbor was murdered and his pregnant wife was stabbed. "Intifada" is what they said was happening when I took the train home from a shift at a Jerusalem hospital and hid from the stones being hurled at the windows. "Intifada" is what they cried when I huddled together with a few other teenage girls and waited to see if the next person who came through our door would be the terrorist who had just killed a Jewish boy down the block from us. "Intifada" is how they justified the mutilation and kidnapping of my friend's cousin, who is still being held hostage in Gaza. "Intifada" is the reason I faced death before I took my first college class. And now, "Intifada" is what my colleagues and students shout and promote across campus.

When I went to speak with a few other Jews about antisemitism on campus, we were met with a crowd not only crying for "Intifada," but also flying the Hamas flag. Not the Palestinian flag, the flag of a terror organization. Students with their faces covered crowded onto the patio behind the conference room where we were speaking with student government, banging on the glass behind our heads and miming shooting us down. My information was leaked with a list of Jewish students. I'm afraid to leave my apartment for fear of the outpouring of antisemitism that's flooded the campus and afraid every time I return home, scared people have found where I live again and I'm going to find the red triangle on my door, or worse. I've brought my mezuzah inside, I don't invite people over, I've even stopped using any Hebrew or Jewish terms when I'm on the phone with my family outside my (now always double-locked) door).

My colleagues, people with whom I have worked closely for years, who I once considered friends and collaborators, are constantly posting antisemitic vitriol; the conversations I've walked in on have made it necessary for me to teach my therapist the meaning of "blood libel." My department has become completely inhospitable, with every meeting, event, and performance preceded by statements supporting the people calling for the murder of Jews. My experiences and fears are constantly dismissed, the violence enacted and threatened on me and my loved ones justified and celebrated by my colleagues and professors. My greatest joys at this school were teaching and rehearsal; now I'm scared at both, knowing most of the people there have been championing Hamas and spreading antisemitic rhetoric. After the situation with the encampment, I had to grade papers, and I found myself

afraid to give students the grades they had earned because they know I'm Jewish and there was a real possibility that could be used against me if someone wasn't happy with their grade. My research is tied to ancient Israel, to examining texts that have to do with Jewish history and indigeneity, and so I haven't felt safe discussing it with anyone in my department for months, which has definitely hindered my work, as has the reemergence of PTSD symptoms, the constant fear, and the harassment wearing me down to the bone. I've tried to be a resource for Jewish undergrads in my department who have shared their isolation and fear, surrounded by their classmates calling for the eerily familiar "one solution," which, frankly, should scare anyone with a glancing knowledge of history. I am exhausted, petrified, wrung out, and absolutely unable to work at full capacity. I have ended every day this quarter with the thought "I don't know how much longer I can do this." I can't work at UCSD, I can barely live here – and I have learned, brutally and painfully, where my life ranks for the people I'm surrounded by every day.

Alex Bazarksy:

I am a graduate student and TA in the Anthropology Department at UCSD. Since October 7th I have been negatively impacted by antisemitism and anti-Israel activities on campus not only as a student but also as a contracted employee.

This is my first year as a Ph.D. student in the department and, under my contract, I am only permitted to work as a teaching assistant (TA) within my department. Since October 7th, the majority of the Anthropology Department's faculty and graduate students have been one of the few UCSD departments to encourage their students to attend pro-Palestine protests, boycott classes, craft letters detailing their support of groups such as SJP (Students for Justice for Palestine) and JVP, as well as their BDS (Boycott, Divestment, and Sanctions) demands. All while spearheading and promoting anti-Israel events. Working for a department who is so blatant in spreading anti-Israel propaganda and antisemitic [values?] has been extremely difficult. I have often found myself forced to push aside my school and TA work to speak up against such actions and sentiments.

During the fall quarter of 2023, I was a TA for a professor in the department who, after October 7th, said nothing about the atrocities committed in Israel by Hamas. However, in late October he used class time to promote a pro-Palestine protest and student class strike that was taking place. In this class period he made inappropriate remarks labeling Israel as a genocidal colonizer apartheid state. He still did not address October 7th or Israeli civilians and only spoke of Palestinian

suffering. He encouraged his students to strike and not attend to their other classes, while also providing them extra overtly pro-Palestine resources to watch and read. In this instance I was extremely uncomfortable as a Jewish and Zionist student who was forced to attend class and listen to his speech. I also felt, based on his accusations against Israel and my outward support of the state, that he was not a safe person to go to for help in the class any longer. This was only confirmed when I wrote a follow up email to him after class suggesting he was biased in his talk to the class and, as a result, was actively marginalizing students in the classroom which amounted to a polarized learning environment, and a misuse of power in the class. I provided examples of certain language he used and information on what he excluded, including a recognition of the terrorism on October 7th, the subsequent hostages, and Hamas's designation as a terrorist organization. In his response five days later, he was unapologetic and simply stated he could not remember any remarks said in class, but he was open to debating the topics with me if I wanted. Not only would I never engage with this behavior with any employer, but I specifically did not want my political views and his contempt of the Israeli state used against me in my work assessment for the class.

Outside of direct professor-teacher assistant interactions and relationships, the Anthropology department as my wider employer has engaged in marginalizing behavior which, despite my complaints, has persisted. Our department email list is regularly used by professors and graduate students to distribute SJP, JVP, and other pro-Palestine and anti-Zionist events. These behaviors have fostered a feeling within the department which seemingly supports those in favor of the Palestinian-resistance movement and demonizes those who are pro-Israel, regardless of their feelings regarding or sympathies for Palestinian suffering. This in turn has emboldened my graduate student colleagues to verbally accost me for my views as well as withhold important work-related and union information; all of which has amounted to my feeling isolated in wider departmental gatherings.

In early May, individuals in my department utilized the listserv to circulate two different statements after the protest encampment at UCSD was taken down. First an "all graduate student" letter was sent out claiming all UCSD Anthropology graduate students condemned the Chancellor's actions regarding the encampment. Furthermore, the letter requested amnesty for the students arrested at the encampments, sought that payments be given to the students whose items were

seized, and supported SJP's BDS demands of the university. This letter was not approved or signed by all the graduate students. This fact is made even worse given that a few others and I were not even aware the letter was drafted in the first place, making the signature of "The Graduate Students of the UCSD Department of Anthropology" remarkably misleading.

Following that letter, a faculty letter with similar sentiment and demands was sent a few hours later via the listserv. They used similar wording including terms like "apartheid," "genocide," "illegal occupation," "and militarism." However, this letter was signed with names by certain faculty members.

The graduate letter left me feeling incredibly isolated within my department and among my TA colleagues, and the faculty letter left me aware of those in the department who might have bias against me, and who I may not feel comfortable working for in the future considering their outstated anti-Israel feelings.

The last 8 months I have sensed hostility and experienced curt treatment from a select few professors, especially when wearing my Star of David necklace. I have experienced similar treatment from their students, who know my views. It is my inclination that these behaviors stem from an incident in a large group chat with graduate students from the Anthropology department in which I was specifically targeted a week following October 7th. People were spamming the chat with "Free Palestine," BDS articles, and student protest/strike efforts. When my peers started pressuring other TAs to cancel their classes so students could protest for Palestine and encouraging them to read an anti-Israel propaganda piece to their class sections, I felt the need to speak up. I expressed my belief that they should not engage in this behavior in a workplace chat, and they subsequently accosted me for being against free-speech and activism. I tried defending myself saying that was not my intention, however they continued berating me—many doing so without knowing me. In a final defense, I shared that I was Jewish and stood with Israel, and I was speaking from a place of discomfort and marginalization. Nevertheless, they persisted, and a few peers and colleagues took it farther and directed borderline antisemitic comments toward me. No one ever defended me in the chat, and I was compelled to leave it to for my own wellbeing.

My position as a TA has specifically been fraught with worry that my students will treat me poorly or give me negative reviews due to my positions on Israel. This was made more intense around the time of the encampment and the now subsequent UAW strike on campus. During the encampment, many teachers and

TAs offered leniency for late work to those who were protesting. I became worried that my lack of outward response to the encampment would negatively affect my students' opinions of me. Regarding the strike, I chose to attend class and continue to grade my students' work. Both actions were questioned by a few, and they seemed disappointed I was not taking up the cause. These interactions are just another example of the constant underlying tension, polarization, and judgement on campus due to the Israel-Hamas war and its pro- and anti- factions on campus.

Being a Jewish student and contracted worker at UCSD, especially within the Anthropology department, has been exceedingly difficult these last 8 months. The university and department have simply not done enough to curb hostility and antisemitism on campus and in the workplace

Jacob Rendler: Israeli-American student

I'm a member of the UAW union, because of my position as Reader/Grader for students in biological sciences. The union, which is supposed to represent me, has entirely isolated myself and countless other Jewish employees as they attempted to authorize a strike from work because several union members were arrested for their illegal activities in encampments and protests. My inbox has been flooded with messages demonizing the existence of Israel, and they caused me to feel silenced in my place of work, scared to speak out in fear of being personally attacked. Furthermore, as a volunteer student researcher in a cardiology research lab, I had to avoid conducting my research on June 3rd as our buildings had to be locked from the outside to prevent protesting mobs during SJP's "UCSD's complicity tour," where they personally targeted labs associated with Zionists, and I was in fear as a Jewish worker in a department with numerous Jewish faculty.

Appendix B: Documentation of calls to harass and violently cleanse Israel (and America and the Globe) via Intifada promoted by SJP chapters at other campuses in the UC System:

UCSD: <https://x.com/BritBendavid/status/1787294787433075062>

UCLA <https://x.com/arieljalali/status/1712596389497286825?s=46>

UC Riverside: <https://x.com/joshallenonline/status/1785749767374639195?s=46>

UC Irvine: <https://x.com/lawyergonerogue/status/1786623030816596412?s=46>

UC Berkeley <https://x.com/lawyergonerogue/status/1787990052347298196?s=46>

Appendix C: Harassment of UCSD Employee Prof Geoff Bracewell

Antisemitism is particularly impactful at UCSD's Department of Anthropology. Recently, three graduate students reported being targeted due to their Jewish identity, work in Israel, anti-veteran bias, or nonconformity to the field's political orthodoxy. Labs with artifacts from Jordan and Israel were defaced twice. A Jewish Native American student faced severe cyberbullying, being labeled a "race traitor" for supporting Israel, and was publicly humiliated by a professor. Another student, nearing dissertation completion, expressed doubts about continuing due to antisemitic bullying.

Faculty contribute to this hostile atmosphere. In October, Anthropology professors canceled classes in solidarity with Hamas and used departmental listservs to urge others to follow suit. A Jewish professor was publicly called a hypocrite for not attending a meeting on Passover. The Director of Undergraduate Studies presented a letter demanding faculty take a public stand against the Chancellor and Israel, which she had coerced students into signing. Professors have also pushed for BDS, the Chancellor's resignation, and actions against Israel, while suppressing opposing viewpoints. They aim to sever research and teaching partnerships with Israeli scholars, despite these scholars protesting against their government.

During a recent hiring process for an endowed chair in the archaeology of ancient Israel, professors labeled candidates as "too Zionist" or "too religious," leading to hostile interviews and protests. A distinguished archaeologist faced harassment due to his religion and nationality, with protestors disrupting his presentation and spreading false claims about his work.

Despite multiple official complaints to the Office of Prevention of Harassment and Discrimination and appeals to the DEI Officer, no actions have been taken. Requests for an advisory committee on antisemitism and testimony to lawyers investigating an open Title VI case have also been ignored. Immediate action is needed to address these issues, including establishing clear antisemitism guidelines, hiring experienced personnel, comprehensive training, and creating specific reporting pathways. Enhancing scholarship on Jewish identities and antisemitism and defining guidelines for academic freedom and bias are also crucial.

Appendix D: Harassment of UCSD Employee Prof Avi Yagil:

The encampment flew hateful and genocidal symbols used by Hamas and other terrorist organizations for decades. All these were accompanied by chants whose meaning was made clear a long time ago (e.g., the 1929 massacre of Hebron Jews): the battle cry of ‘from the river to the sea’, ‘Idbah al Yahud’ (slaughter the Jews), ‘Throw the Jews to the sea’, and so on. Also, consider choices of attire and symbols used, like the Kuyfia (the black-white or red-white head dress) which used to be an innocent Arab head dress, but has since acquired a different meaning after being used by terrorists as a kind of uniform and symbol.

All these events had a chilling effect on UCSD’s Jewish community including Faculty, Staff, and in particular on the youngest and most vulnerable Jewish student body. Since the horrific attack perpetrated by Hamas, the likes of which have not been seen in the civilized world for decades, Jewish students faced harassment, hostile and sometime violent hardships on UCSD’s campus.

Appendix E: Workplace Harassment at UCSD in June 2024 – “Walking Complicity Tour”

Faculty who were targeted were told by the administration to avoid campus (i.e., not work), if possible:

Dear PIs:

The Instagram post below announces a protest walking tour starting on Monday, June 2 at 2 p.m., focused on labs that we believe might be based on a list of defense-related projects circulated two weeks ago. We do not yet have any information about which labs the protest might include.

We recommend that you take extra precautions on Monday, including:

- Let your teams know that a potential protest could include your lab.
- Instruct personnel to work virtually, if possible.
- Limit entrance to your lab to include only authorized project personnel.
- Contact Labor Relations if protestors arrive at your lab
 - Email: laborrelations@ucsd.edu
 - Phone: (858) 534-2810

PIs should relay or request information regarding disruptions or recommended protocols at fusioncenter@ucsd.edu. This account will be monitored during extended working hours and the information will be forwarded to relevant groups. The Fusion Center/EOC phone number is 858-583-3053.

If you have reason to fear for your immediate safety or the safety of any of your personnel, call campus police by dialing 911 or (858) 534-HELP (4357).

For specific requests like police escort service visit:

<https://blink.ucsd.edu/safety/emergencies/campuswide/phone.html>

We will provide any additional information we receive.

Elizabeth H. Simmons

Executive Vice Chancellor

Corinne Peek-Asa

Vice Chancellor for Research and Innovation

John M. Carethers

Vice Chancellor for Health Sciences

Margaret S. Leinen

Vice Chancellor for Marine Sciences



Appendix F: Encampment violence at University Of California May & June 2024:

UCLA:

<https://x.com/sfmcguire79/status/1800493649735880759?s=46>

Case filed against the Regents: In the wake of the terrorist attack on Israel on October 7, 2023, anti-Jewish protests emerged on college campuses nationwide.

At UCLA, activists set up an encampment in the heart of campus where they enforced a “Jew Exclusion Zone,” segregating Jewish students and faculty and preventing them from going to their classes, accessing the library, or participating in routine campus social life. Meanwhile, UCLA’s administration ordered police to stand down and step aside and even assigned security officers to keep those who would not agree to disavow Israel’s right to exist away from the area. Three Jewish UCLA students are now asking a federal court to hold UCLA accountable for allowing the antisemitic encampment checkpoints.

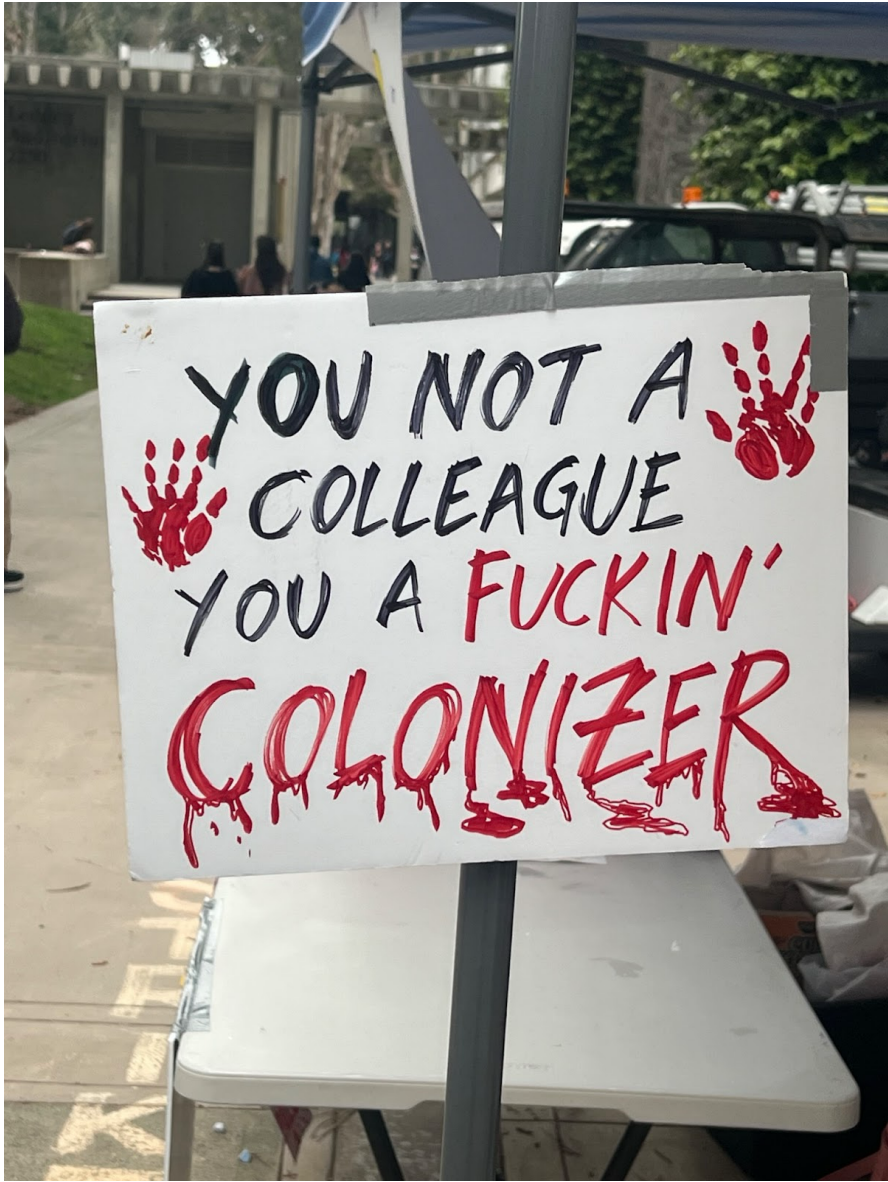
UCSD:

We are the intifada” <https://x.com/gmishne/status/1787341598897885354>

Only one solution

Sword: <https://x.com/gmishne/status/1789109137089151082>

Appendix G: Harassment of UCSD Employees In the Psychology department:



Appendix H: Harassment of UCSD Employee Prof. Tom Levy

----- Forwarded message -----

From: Thomas Levy <tlevy@ucsd.edu>

Date: Wed, Feb 28, 2024 at 11:01 PM

Subject: Anti-Jewish and Anti-Hindu postings in Social Science Research Building 3rd Floor

To: Pradeep Khosla <pkhosla@ucsd.edu>, Petitt, Becky <bpetitt@ucsd.edu>, Unknown Chancellor <chancellor@ucsd.edu>

CC: Carol Padden <cpadden@ucsd.edu>, Andrew Viterbi <andrew.viterbi@viterbigroup.com>, Gary Jacobs <gary@jacobsllc.com>, Irwin Jacobs <irwin242@gmail.com>, Ramesh Rao <rrao@ucsd.edu>, Rajesh Gupta <rgupta@ucsd.edu>, Paul Goldstein <psgoldstein@ucsd.edu>

Dear Pradeep and Becky:

I would like to lodge a complaint that my lab on the 3rd floor of the Social Science Research Building (SSRB) has been targeted with Anti-Jewish postings today, February 28, 2024. This is the second time this has happened in the past week. Please see attached photos. You can see in one instance, that whoever posted the Anti-Jewish documents on my lab door covered my name and academic title 'Norma Kershaw Chair in the Archaeology of Ancient Israel and Neighboring Lands.' This is especially painful as I have spent my career building ties between Jewish and Arab communities in the southern Levant (Israel, Jordan, the Palestinian territories).

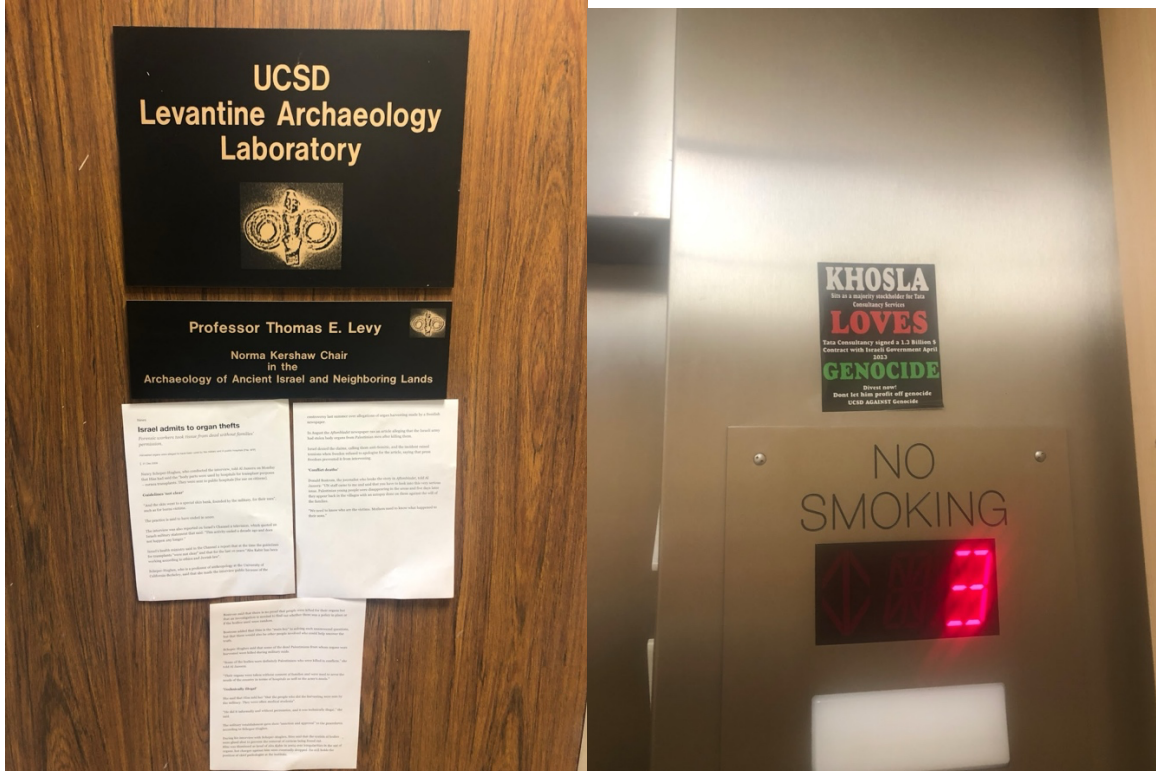
Someone has also posted an Anti-Hindu and Anti-Jewish poster specifically attacking you, Chancellor Khosla, in the elevator of the Social Science Research Building (see attached photos).

I don't know who targeted me. However, I have been informed that there are graduate students, possibly from the Department of Anthropology, who have an office opposite my SSRB 3rd floor lab who are activists and expressed anti-Jewish sentiments at a recent Kershaw Chair job talk on Wednesday February 21 2024 that I attended and that may be responsible for the posting on my lab door.

UC San Diego needs to do something soon about these Anti-Jewish and Anti-Hindu activities on our campus, before things spiral out of control such as what has

happened at UC Berkeley where Jewish students were recently assaulted, spat on, and physically accosted. What does the UC San Diego administration plan to do?

Respectfully,
Tom



Appendix I: Further Recommendations

-Mandate antisemitic training. I think some of our required training (sexual harassment in the workplace, for one) is state mandated. [This by the way would address some of the concerns we have listed, e.g., “Lack of basic cultural fluency around antisemitism in administrative and personnel support positions.”] This could be tied with reforms to the CA civil rights department (<https://calcivilrights.ca.gov/shpt/>) that could take antisemitism complaints and cases.

- Construct laws based on the proposed Regents Policy on Public and Discretionary Statements by Academic Units. This could be extended into any public agency (although it is not a problem presently outside the universities). It addresses concerns that departments are using university platforms to push their antisemitic agenda (and other political statements). This would just say that public agencies must remain apolitical and cannot use media (including their websites) to express political views. This is completely within scope: laws already exist limiting public employees from using public resources to lobby their government.

-Enact regulation to protect K-12 from requirements to teach ethnic studies (there is a CA Dept of Education, and there are Content Standards <https://www.cde.ca.gov/be/st/ss/>). Protect Jewish students and prevent them from being subjected to mandatory training full of antisemitic content.

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Compton Cookout:

[1] [UCSD Guardian](#)

[2] https://en.wikipedia.org/wiki/Compton_Cookout

[3] <https://undergrad.ucsd.edu/programs/dei/index.html>

Feces Swastika:

[1] <https://ucsdguardian.org/2023/05/11/antisemitic-vandalism-found-in-sixth-college-dorm-bathrooms/>

[2] <https://www.algemeiner.com/2023/05/10/disgusted-and-numb-university-of-california-san-diego-bathroom-vandalized-with-swastika/>

[3] <https://www.10news.com/news/local-news/uscd-students-react-to-antisemitic-hate-crime-on-campus>

[4] <https://www.nbcsandiego.com/news/local/jewish-students-at-uc-san-diego-on-edge-after-anti-semitic-incidents/2942952/>

Other Citations:

[1] <https://www.sdjewishworld.com/2024/04/11/uc-san-diego-receives-a-d-on-adls-antisemitism-report-card/>

[2] <https://www.axios.com/local/san-diego/2024/04/17/ucsd-campus-antisemitism-report>

[3] <https://www.sandiegouniontribune.com/2023/11/04/bitter-debate-erupts-among-uc-san-diego-students-over-war-between-israel-and-hamas/>

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[5] <https://www.timesofisrael.com/anti-israel-events-increase-on-us-campuses-bds-resolutions-drop-adl-survey-finds/>

[6] <https://ethnicstudies.ucsd.edu/about/statements-commentaries.html>

[7] <https://inewssource.org/2024/05/02/ucsd-students-protest-israel-divestment-palestinian-life/>

[8] <https://www.nbcsandiego.com/news/local/pro-palestinian-uc-san-diego-protest/3515661/>

[9] <https://www.kpbs.org/news/education/2024/05/08/after-campus-crackdown-uc-san-diego-students-march-for-gaza-ceasefire>

[10] <https://www.algemeiner.com/2023/05/10/disgusted-and-numb-university-of-california-san-diego-bathroom-vandalized-with-swastika/>

- [11] <https://adminrecords.ucsd.edu/ppm/docs/160-10.html>
- [12] <https://www.sandiegouniontribune.com/news/education/story/2023-11-09/tensions-flare-israel-hamas-jewish-palestinian-students-ucsd-unsafe>
- [13] <https://today.ucsd.edu/story/addressing-the-current-moment>
- [14] <https://today.ucsd.edu/story/statement-on-social-media-video>
- [15] <https://www.10news.com/news/local-news/uscd-students-react-to-antisemitic-hate-crime-on-campus>
- [16] <https://www.nbcsandiego.com/news/local/jewish-students-at-uc-san-diego-on-edge-after-anti-semitic-incidents/2942952/>
- [17] <https://academicintegrity.ucsd.edu/process/consequences/sanctioning-guidelines.html>
- [18] <https://www.latimes.com/california/story/2023-12-14/federal-civil-rights-probes-launched-into-ucla-uc-san-diego-and-other-california-campuses>
- [19] <https://www.baileyglasser.com/news-Court-Holds-All-Title-IX-Plaintiffs-Can-Sue-SDSU-for-Retaliation>
- [20] <https://career.ucsd.edu/employers-recruiters/policies/>