

# Burton and South Derbyshire College has formally adopted the IHRA definition of antisemitism

## Adoption of the IHRA Working Definition of Antisemitism

### Zero tolerance towards antisemitism

Burton and South Derbyshire College has adopted the International Holocaust Remembrance Alliance's (IHRA) working definition on antisemitism in full, with clarifications recommended by the [Home Affairs Select Committee in 2016](#) to protect freedom of speech. The adoption of the definition was agreed at a meeting of the General Board on 04 November 2020.

Nothing in the adoption of this definition affects in any way the College's commitment to freedom of thought and expression.

The IHRA definition is a useful tool for understanding how antisemitism manifests itself in our society. It will be used as a test to establish whether behaviour that is in breach of the College's rules is anti-Semitic.

The IHRA definition is as follows:

**“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”**

“Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.
- Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.
- Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.
- Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.
- Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.
- Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavor.
- Applying double standards by requiring of it a behavior not expected or demanded of any other democratic nation.

- Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.
- Drawing comparisons of contemporary Israeli policy to that of the Nazis.
- Holding Jews collectively responsible for actions of the state of Israel.”

The College has also included the following clarifications “to ensure that freedom of speech is maintained in the context of discourse about Israel and Palestine, without allowing antisemitism to permeate any debate”, as recommended by the Home Affairs Select Committee:

- “It is not anti-Semitic to criticise the government of Israel, without additional evidence to suggest anti-Semitic intent
- It is not anti-Semitic to hold the Israeli government to the same standards as other liberal democracies, or to take a particular interest in the Israeli government's policies or actions, without additional evidence to suggest anti-Semitic intent.”

### **BSDC is committed to equality of opportunity**

We are also passionate about the pursuit of diversity amongst our staff and student population and a supportive environment for all members of our community. We expect that all staff and students alike will contribute to and actively support the College in working towards the elimination of discrimination and harassment and the promotion of equality of opportunity in terms of access to the College’s services, employment opportunities and support for students in their welfare and education.

#### **In particular, BSDC:**

- Promotes a culture of respect for people and welcomes diversity of origin, background and experience amongst our staff and student community as enriching the experience of all those who participate in the life and work of the university.
- Strives to ensure that the work, teaching and learning environment is free from harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities.
- Ensures any acts of discrimination, harassment, bullying or victimisation against employees, students, visitors or contractors are treated as disciplinary offences and will be dealt with under the appropriate university disciplinary procedure.