

Mutual Understandings

The following represents a mutual understanding between the University of Illinois Urbana-Champaign (the “University”) and the Jewish United Fund of Chicago (“JUF”), Hillel International (“Hillel”), and Illini Hillel, with respect to the shared and common goal of creating a safe and welcoming environment for Jewish students and actions the University will take towards that goal.

1. Understanding Anti-Semitism. The University will publicly recognize the [U.S. National Strategy to Counter Antisemitism](#) issued on May 25, 2023, including the following statements contained therein:

Jewish students and educators are targeted for derision and exclusion on college campuses, often because of their real or perceived views about the State of Israel. When Jews are targeted because of their beliefs or their identity, when Israel is singled out because of anti-Jewish hatred, that is antisemitism. And that is unacceptable.

Antisemitism is a stereotypical and negative perception of Jews, which may be expressed as hatred of Jews. It is prejudice, bias, hostility, discrimination, or violence against Jews for being Jews or Jewish institutions or property for being Jewish or perceived as Jewish. Antisemitism can manifest as a form of racial, religious, national origin, and/or ethnic discrimination, bias, or hatred; or, a combination thereof. However, antisemitism is not simply a form of prejudice or hate. It is also a pernicious conspiracy theory that often features myths about Jewish power and control.

The University will also express its renewed commitment to the [Joint Statement](#) of November 16, 2020, and highlight key provisions of the Joint Statement that are of particular relevance to the issues raised in the Complaint. Key provisions from the Joint Statement to be explicitly reaffirmed:

For many Jewish students, Zionism is an integral part of their identity and their ethnic and ancestral heritage. These students have the right to openly express identification with Israel. The university will safeguard the abilities of these students, as well as all students, to participate in university-sponsored activities free from discrimination and harassment.

We deplore anti-Semitic incidents on campus, including those that demonize or delegitimize Jewish and pro-Israel students or compare them to Nazis. This subjects them to double standards that are not applied to others. All Jewish students, including those who identify with Israel or Jewish campus organizations, should be able to participate in campus activities aimed at fighting racism and achieving social justice.

All Jewish students should be able to proudly display religious emblems without fear of being targeted by other fellow students. All Jewish students should feel confident that if they encounter a swastika on campus, the university stands with them in rejecting symbols of hate. Anti-Semitism, anti-Semitic forms of anti-Zionism and other forms of discrimination have no place at this university. We will stand united against all forms of anti-Semitism.

We emphasize our shared commitment to the values of free speech and academic freedom. Freedom of speech is of paramount importance on a college campus. Also paramount is the university’s commitment to never tolerate harassment or discrimination, including against its Jewish students, and to enforce its nondiscrimination policy to the fullest extent. In this as well as all areas, the university is committed to complying with applicable federal, state and local antidiscrimination laws as a state and federally funded institution.

Consistent with the Joint Statement and OCR published guidance, including OCR's [Dear Colleague Letter](#) transmitted in conjunction with the [U.S. National Strategy to Counter Antisemitism](#), the University will make clear that the protection offered by the University's Nondiscrimination Statement extends to "students who experience discrimination, including harassment, based on their actual or perceived: (i) shared ancestry or ethnic characteristics; or (ii) citizenship or residency in a country with a dominant religion or distinct religious identity." The University will protect all Jewish students from prohibited harassment or discrimination, including prohibited harassment or discrimination based on real or perceived Zionist aspects of their Jewish identity, equally with its efforts to combat other forms of prohibited harassment or discrimination.

2. Training. There will be training covering antisemitism for administration and students on a regular recurring basis such as that offered by Hillel International. The training will include the different ways in which students may experience conduct as antisemitism including anti-Zionism, including the ways set forth in Paragraph 1 above. The training will include notice that harassment or discrimination based on national origin, which includes a student's actual or perceived shared ancestry or ethnic characteristics, is prohibited by University policy.

3. Enforcement/action steps. Prohibited harassment or discrimination based on antisemitism that violates University policy, including the forms of antisemitism described in Paragraph 1 above, will be addressed by the University through enforcement action with the same level of commitment directed at any other forms of prohibited discrimination. For example, as consistent with applicable law and University policy, the University will not permit RSOs to engage in a policy or practice of boycotting University sponsored activities because Jewish student organizations are participating. When this arises the University will take effective measures consistent with applicable law and University policy.

Where harassment targeting Jewish students takes the form of speech protected by the First Amendment or the principles of academic freedom, the University will respond consistent with Department of Education guidance and applicable law. For example, the University will continue to denounce hateful speech, and provide support to the students impacted by hateful speech and take other action steps to eliminate any hostile environment for Jewish students and its effects and prevent harassment of Jewish students from recurring.

The University will create a dashboard of all reported bias incidents, findings, and follow-up actions, subject to FERPA and other applicable privacy laws.

4. Infrastructure. The University will make a good-faith effort as part of its long-term commitment to addressing campus antisemitism to appoint or engage an individual with demonstrated expertise and sensitivity to the problem of campus antisemitism to enhance compliance with applicable University policies and recommend changes in University practices and policies in furtherance of the University's commitment to provide a campus environment free of harassment or discrimination against Jewish students including the forms of antisemitism described in Paragraph 1 above.

The University will create an Advisory Council on Inclusion and Belonging for a minimum of two years. The advisory group will be charged by the Chancellor to assist the Chancellor and University leadership by assessing the University's handling of bias claims and engagement with underrepresented populations, and the effects on inclusion and belonging.

5. Policies and Procedures. The University will work cooperatively with the Hillel Campus Climate Initiative (Hillel CCI) to identify elements of its Student Code, Nondiscrimination Policy, and other relevant policies and procedures that warrant consideration for changes/additions to reinforce the

University's commitment to an environment free of antisemitism. The University administration shall ensure that any changes/additions are brought to the appropriate campus body for consideration.

The University will add examples of discrimination and harassment across protected classes in supporting materials (e.g., the Office for Access and Equity (OAE) website) to its Nondiscrimination Policy. These examples will include examples of antisemitic discrimination and/or harassment in the University environment that may violate University policy and specifically will include those listed in Attachment A.

The University will continue to require Registered Student Organizations (RSOs) to sign a nondiscrimination statement and include the statement in approved governance documents. An RSO that fails to do so or violates the nondiscrimination statement is subject to the disciplinary procedures in the Student Code which can result in sanctions including but not limited to warning, probation, suspension of activities for a period of time, or revocation of registered status.

The University will clarify issues related to an RSO's exclusion of students based on a protected classification.

The following language will be added to the Student Engagement website:

"The University will not deny benefits or privileges available to student organizations based on the viewpoint of a student organization or the expression of the viewpoint by the student organization or its members, as protected by the First Amendment.

Membership and participation in the organization must be open to all students without regard to race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran, unless exempted by law. The organization must guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons, unless exempted by law."

6. Learning and Development. The University will host at least one meeting each academic year providing students, faculty, and staff the opportunity to discuss with University administrators, including the Vice Chancellor for Diversity, Equity, and Inclusion, any concerns they have about incidents of harassment. This will be in addition to the avenues already available for raising concerns of harassment.

7. Internal Monitoring and Accountability. Beginning in the Spring term immediately following the final acceptance of this mutual understanding by all parties, Campus Belonging will publish a summary report of reported incidents of bias every month and a summary report of diversity efforts and education across campus at least annually. Campus Belonging categorizes an incident of bias as it was reported to Campus Belonging.

8. Institutional Messaging. The University will issue a MassMail (i) announcing actions taken as part of this matter, including actions taken regarding RSOs (such as those described above in paragraph 5), (ii) re-affirming that the University does not tolerate acts of prohibited harassment, including but not limited to antisemitic harassment, (iii) encouraging members of the community to report discrimination and harassment to the University and (iv) recirculating the Joint Statement on Anti-Semitism.


9. Reaffirming The Protection Offered By The Nondiscrimination Policy. The University agrees that the protection offered by the University's Nondiscrimination Policy, <https://cam.illinois.edu/policies/hr-48/>, extends to harassment or discrimination of Jewish students, including prohibited harassment or discrimination based on real or perceived Zionist aspects of their Jewish

identity, and the University will protect Jewish students equally with its efforts to combat other forms of prohibited harassment or discrimination.

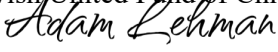
10. Enforcement. For a period of three years following the date upon which this mutual understanding is finalized, the University agrees to meet once every six months with Hillel International JUF, Illini Chabad, and Illini Hillel, to discuss the University's ongoing efforts under this mutual understanding.

11. The foregoing represents the entire mutual understanding among the parties.


Signatures to Follow


boxSIGN 1J5PKX2L-17Y66JP8
Jewish United Fund of Chicago Designee


Date: Sep 3, 2024


boxSIGN 17J8V6RZ-17Y66JP8
Hillel International Designee

Date: Sep 3, 2024


boxSIGN 15JXYWRY-17Y66JP8
Illini Hillel Designee

Date: Sep 3, 2024


University of Illinois Urbana-Champaign Designee

Date: August 30, 2024

Attachment A to Mutual Understandings

Below is a non-comprehensive list of examples of conduct that may constitute discrimination or harassment under the Nondiscrimination policy. Individuals who believe they have experienced discrimination or harassment under the Nondiscrimination policy should report the alleged misconduct even if the experience does not appear in one of the examples below.

This list is provided for informational purposes only and is not intended to describe all conduct that may violate the Nondiscrimination policy, nor are all examples considered policy violations in all circumstances. Inquiry into whether particular conduct constitutes a violation of the Nondiscrimination policy requires a detailed analysis of the allegations and the context and circumstances of each case. Any allegation of discrimination or harassment is evaluated based on the specific facts and circumstances to determine whether it meets the criteria of discrimination or harassment as defined by University policy.

It is also important to remember that the Nondiscrimination policy protects freedom of expression, even when controversial. With respect to expressive conduct alleged to be harassment, the reported conduct will be evaluated consistent with the policy and with relevant law and other authority related to the First Amendment or academic freedom. When a question exists concerning whether the alleged discrimination or harassment is based in full or in part on a protected characteristic, the University will investigate consistent with this policy.

Some examples of conduct that may constitute prohibited discrimination or harassment, taking into account the overall context, may include, but are not limited to:

1. Refusing to hire an applicant for University employment or admit a student to the University or to a Registered Student Organization (RSO), because of that person's actual or perceived status within any protected classification.
2. Singling out or targeting an individual for different or less favorable treatment (*e.g.*, more severe discipline, negative performance review, lower salary increase, lower grade, failure to promote) because of their actual or perceived status within a protected classification.
3. Failing to provide or implement reasonable accommodations to a qualified individual with a disability.
4. Defacing an employee or student's property or residence with racially derogatory or threatening words or images (*e.g.*, a swastika or noose), or intentionally damaging, defacing, or destroying religious property (*e.g.* menorahs, mezuzahs, crosses, shrines, altars, Bibles, Torahs, Qurans) because of the religious nature of the property or because of the actual or perceived status within a protected classification of any individual associated with the property.
5. Engaging in adverse actions against an employee or student because of their dress or grooming practices that they have for religious reasons (*e.g.*, not removing facial hair, a kippah, hijab, turban, burka, crucifix, Star of David), or an employee or student's observance of a religious prohibition against wearing certain garments (*e.g.* pants or skirts).
6. Refusing to allow an individual to participate in any program or activity or service sponsored or hosted by the University, or refusing to grant a student some expected benefit (*e.g.* a letter of recommendation, internship) because of how an individual looks (*e.g.*, because the individual fails to conform to gender stereotypes), dresses (*e.g.*, because the individual wears religious or ethnic attire such as a kippah, Star of David, turban, hijab, or burka), or on the basis of the individual's

language (*e.g.*, because the individual speaks a particular language or English with a certain accent), or the individual's actual or perceived religious identity, or the individual's actual or perceived association with a religious organization or religious student club or organization, or because that student is actually or perceived to be from a particular country or region, or because of that student's actual or perceived status within a protected classification

7. Repeated verbal abuse or use of racist, sexist, anti-Semitic, anti-Muslim, or antiLGBTQIA+ slurs or stereotypes directed at an individual regardless of whether the person is actually a member of the group.
8. Blaming a student for actions of other individuals of their actual or perceived shared identity, or for policies of a particular country or region that the student is actually or perceived to be from (*e.g.* blaming a Jewish student for Israel's policies simply because they are Jewish).
9. Physical assault, physical force, physical obstruction of an individual's path, intimidation, or stalking, based on the individual's actual or perceived status within a protected classification.
10. Inappropriate physical contact, comments, questions, advances, innuendos, jokes, epithets, or demands based on the individual's actual or perceived status within a protected classification.
11. Telephonic or electronic transmission or display of derogatory, demeaning, offensive, or hostile messages or materials based on an individual's actual or perceived status within a protected classification.
12. Failure to reasonably accommodate students who, due to the observance of religious holidays, expect to be absent or endure a significant hardship during certain days of the course or program. *See also* [Request for Accommodation for Religious Observances](#) » [Community of Care](#) » [Illinois](#).
13. Making statements orally or through written transmittal which call for the destruction of a protected classification in whole or in part, whether explicitly or by implication.