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## **ADL and the Brandeis Center Settle Title VI Complaint after Occidental College Agrees to Sweeping Reforms to Prevent Campus Antisemitism**

*Occidental College agrees to consider IHRA definition when reviewing complaints of antisemitic harassment and discrimination*

New York, NY, November 26, 2024 ... Occidental College has agreed to take a series of steps to address and prevent antisemitism on campus as part of a sweeping settlement agreement reached in response to a federal Title VI complaint filed by ADL (the Anti-Defamation League) and the Louis D. Brandeis Center for Human Rights Under Law.

Under the terms of the settlement announced today, the Los Angeles-based private liberal arts college has agreed to undertake a series of initiatives to repair the campus climate, including adopting the International Holocaust Remembrance Alliance's (IHRA) Working Definition of Antisemitism when reviewing complaints of antisemitic harassment and discrimination, and holding campus-wide Title VI trainings for both faculty and students, which will include specific sessions on antisemitic harassment.

The agreement resolves the allegations raised by the ADL and the Brandeis Center in a [complaint](#) filed by the organizations in April 2024 with the U.S. Department of Education's Office for Civil Rights (OCR). The complaint charged that Jewish students enrolled at Occidental encountered a "pervasive and hostile environment" that included severe antisemitic bullying, intimidation and physical threats in the weeks and months following the Hamas massacre in Israel on Oct. 7, 2023.

"This agreement demonstrates Occidental College's commitment to counter all forms of contemporary antisemitism and underscores their recognition that effectively combatting antisemitism requires understanding the relationship between Jewish identity, Israel, and Zionism," said Alyza D. Lewin, President of the Brandeis Center. "We are gratified by the school's engagement in meaningful discussions at the highest levels of the administration, and we are heartened that Occidental has committed to creating a safer environment for Jewish students. When implemented, this agreement will help ensure that Jewish students are able to learn and thrive in an environment free from anti-Semitic hate, discrimination, and harassment."

“We are pleased that Occidental College has committed to meaningful steps to ensure that the civil rights of Jewish students on campus are protected and affirm that antisemitism has no place on campus,” added Jonathan Greenblatt, ADL CEO and National Director. “This outcome demonstrates how the Title VI OCR process can work to effectively protect Jewish students. We are deeply grateful for the U.S. Department of Education’s dedication and assistance in resolving this case. It is our hope that this resolution will lead to other college administrators implementing these or similar measures proactively to address antisemitism on campus.”

The parties negotiated the agreement with the support of an OCR mediator.

According to the [resolution agreement](#) signed by all parties, Occidental agreed to take the following actions to mitigate antisemitism on campus going into the 2025-26 academic year:

- Update the College’s Discrimination, Harassment, and Retaliation Policy (“DHR Policy”), including examples of prohibited conduct that could constitute disparate treatment or harassment based on shared ancestry, such as Jewish identity.
- Consider the International Holocaust Remembrance Alliance definition and examples of antisemitism (“IHRA definition”) when reviewing complaints of potential antisemitic harassment or discrimination.
- Incorporate the IHRA definition into educational materials that will be made available on Occidental’s website.
- Require training for all students on Title VI and the college’s discrimination, harassment and retaliation policy, including the college’s complaint process.
- Update the college’s time, place and manner policies to place reasonable limitations on the hours and conduct of demonstrations on campus.
- Assess the campus environment using two planned climate surveys during the 2024-25 academic year to assess whether individuals have experienced antisemitic harassment or discrimination. The survey results will be shared with the Occidental community and made public on the college’s website.
- Provide expert-facilitated training for the college’s Civil Rights & Title IX Office staff and members of the Bias Education and Support Team regarding (i) Jewish identity (including common issues of faith, history, and heritage) and (ii) forms of antisemitism, including how it can be used to discriminate against Jewish and Israeli students.
- Include the following examples in the above listed training: “posting a threatening statement about Zionists on a Jewish or Israeli student’s door” and “applying a ‘no Zionist’ litmus test for participation in any Occidental activity.”
- Appoint an Associate Director of Jewish Student Life.

- Form a Presidential Advisory Group, which will produce a report to the President during the 2024-2025 academic year, including recommendations for specific, high-impact programs to build a foundation for inter-group dialogue.
- Continue to offer lectures and workshops related to the historical antecedents and modern manifestations of antisemitism and the connections between Jewish identity, Israel and Zionism.

The original complaint detailed how Jewish students were forced out of school-sponsored employment opportunities due to severe and pervasive antisemitic environments. Jewish students were harassed and obstructed daily on campus, in their dorms, in the dining hall, and elsewhere.

Title VI prohibits discrimination based on race, color, and national origin, including discrimination against Jews on the basis of their actual or perceived shared ancestry or ethnic characteristics, in educational institutions that receive federal funding. Under the law, harassing, marginalizing, demonizing, and excluding Jewish students based on the Zionist component of their Jewish identity is unlawful.

*The Louis D. Brandeis Center for Human Rights Under Law is an independent, unaffiliated, nonprofit corporation established to advance the civil and human rights of the Jewish people and promote justice for all. LDB engages in research, education, and legal advocacy to combat the resurgence of antisemitism on college and university campuses, in the workplace, and elsewhere. It empowers students by training them to understand their legal rights and educates administrators and employers on best practices to combat racism and antisemitism. More at [www.brandeiscenter.com](http://www.brandeiscenter.com)*

*ADL is the leading anti-hate organization in the world. Founded in 1913, its timeless mission is “to stop the defamation of the Jewish people and to secure justice and fair treatment to all.” Today, ADL continues to fight all forms of antisemitism and bias, using innovation and partnerships to drive impact. A global leader in combating antisemitism, countering extremism and battling bigotry wherever and whenever it happens, ADL works to protect democracy and ensure a just and inclusive society for all. More at [www.adl.org](http://www.adl.org).*

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