**The Faculty Matters Committee**

Resolution on UP 1201.

Passed April 2, 2025

WHEREAS, Title VI of the Civil Rights Act of 1964 states that “no individual, on the basis of race, color, national origin, shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in, a Federally assisted program or activity,” and

WHEREAS, on May 7, 2024, the US Department of Education expressed concern for “students and school community members who are or are perceived because of their shared ancestry or ethnic characteristics to be Jewish, Israeli, Muslim, Arab, Sikh, South Asian, Hindu, Palestinian, or any other faith or ancestry,” and

WHEREAS, the August 27, 2024 revision of University Policy 1201 does not address all such discrimination equally, and

WHEREAS, the IHRA definition of anti-Semitism and examples do not by themselves provide clear guidance on distinguishing anti-Semitism from legitimate political speech and action concerning Zionism, Israel, and Palestine,

RESOLVED, That the Faculty Senate calls on President Washington to update University Policy 1201 to:

* Remove the sentence, “The ACC office will consider the IHRA definition of anti-Semitism and examples (as set forth in U.S. Executive Order 13899 and Chapter 471 of the 2023 Virginia Acts of Assembly) to the extent that they might be useful as evidence of discriminatory intent, without diminishing or infringing any right protected under the Constitution and laws of the United States and the Commonwealth of Virginia.”
* Replace that sentence with the passage: “The Office of Access, Compliance, and Community will take care to prevent discrimination against students and school community members who are or are perceived because of their shared ancestry or ethnic characteristics to be Jewish, Israeli, Muslim, Arab, Sikh, South Asian, Hindu, Palestinian, or any other faith or ancestry, without diminishing or infringing any right protected under the Constitution and laws of the United States and the Commonwealth of Virginia. In doing so, the ACC office will consider the IHRA definition of anti-Semitism and examples, the Jerusalem Declaration on Antisemitism, The Nexus Document: Understanding Antisemitism at its Nexus with Israel and Zionism, and other relevant scholarly guidelines.
* Add language to the accompanying procedure requiring the Office of Access, Compliance, and Community to consult with faculty with relevant academic expertise when academic appropriateness or academic freedom is implicated.[[1]](#footnote-2)
1. This language is based on University of California, Anti-Discrimination Policy, as revised August 29, 2024. [↑](#footnote-ref-2)