



## Anti-Semitism Statement

### Academic Year 2023 / 24

The London School of Science and Technology (“the School”) strives to provide a safe place for its academic community which is free from hateful, harassing or discriminatory behaviour. This commitment is enshrined within the School’s Equality and Diversity Policy, Anti-Bullying and Harassment Policy, and its procedures for combating bullying and harassment, which ensure that all individuals with whom the School deals are treated with dignity and respect.

As part of this commitment, the School openly condemns anti-Semitism and will robustly investigate anti-Semitic incidents, whilst providing support to anyone affected by racist abuse.

The School’s governing body has resolved to adopt the International Holocaust Remembrance Alliance’s (IHRA) working definition on anti-Semitism<sup>1</sup> in determining whether anti-Semitic behaviour has occurred:

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

The School further acknowledges that:

- i. Anti-Semitic acts are criminal when they are so defined by law (for example, denial of the Holocaust or distribution of anti-Semitic materials in some countries),
- ii. Criminal acts are anti-Semitic when the targets of attacks, whether they are people or property – such as buildings, schools, places of worship and cemeteries – are selected because they are, or are perceived to be, Jewish or linked to Jews,
- iii. Anti-Semitic discrimination is the denial to Jews of opportunities or services available to others and is illegal under the Equality Act (2010).

Nothing in this commitment is intended to mitigate the School’s statutory duty to uphold the principles of academic freedom and freedom of speech. The School is guided by the Home Affairs Select Committee’s report, *Antisemitism in the UK; (2016 -17)*<sup>2</sup> which applies the following clarification to ensure that freedom of speech is maintained in the context of discourse about Israel and Palestine, without allowing antisemitism to permeate any debate:

- *“It is not anti-Semitic to criticise the Government of Israel, without additional evidence to suggest anti-Semitic intent.”*

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<sup>1</sup> <https://www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antisemitism>

<sup>2</sup> <https://publications.parliament.uk/pa/cm201617/cmselect/cmhaff/136/136.pdf>



- *“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.”*

## **Reporting Instances of Anti-Semitic Behaviour or Racist Abuse**

Students can report anti-Semitic behaviour to any member of academic staff or their Personal Tutor, who will escalate the matter. Alternatively, students may use the Student Complaints Procedures to raise the issue.

Members of staff should, in the first instance speak to their line manager, or head of department or Dean, who will consult with LSST’s HR Department. Where the issue concerns the line manager or head of department or Dean, HR should be contacted directly.

Egregious or systematic abuses may also be raised through using the channels described in LSST’s Whistleblowing policy.

**The School takes a zero tolerance stance on anti-Semitic behaviour and anti-Jewish racism. Those who engage in such conduct will be in breach of the School’s Codes of Conduct and will be subject to disciplinary action, up to and including dismissal from a study programme or position of employment, and exclusion from the School’s premises.**

## **Approval**

This Statement has been approved by the Board of Governors.

Mr. Syed B.A. Zaidi,  
Chief Executive Officer of the London School of Science and Technology

October 2023