

# Policy Statement on Anti-Semitism

For students and employees of Minnesota State University Moorhead



## Policy:

Minnesota State University Moorhead is committed to ensuring an educational and employment environment free of anti-Semitism. Such behaviors have no place in a university or work environment where students, faculty, and staff are expected to learn, work and develop to their full potential. Anti-Semitism impedes that potential and is unacceptable within the University.

## Definition:

Anti-Semitism can be defined as hostility directed at Jews solely because they are Jews. It expresses itself as dislike or hatred for Jews, prejudice against Jews or Jewish beliefs or customs. It is a prejudice that arises regardless of what Jews do or believe. Anti-Semitism can include actions or policies reflecting the dislikes or hatred, ranging from social discrimination to physical persecution.

## Examples that Constitute Anti-Semitic Behavior:

- Using anti-Semitic slurs against a student, faculty, staff or visitor to the campus.
- Posting written or graphic material that is anti-Semitic in nature.
- Defacing signs or other property.
- Making harassing mail or telephone communications.
- Physical or verbal acts that are assaulting and/or harassing.
- Offensive remarks and jokes.
- Incitement of hatred against Jews using stereotypical remarks or language.

*Minnesota State University Moorhead is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or student access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, or sexual orientation. In addition, discrimination in employment based on membership or activity in a local commission as defined by law is prohibited.*

## Actions to Take if You are Witness to Anti-Semitic Behavior:

- Speak-up! Share your beliefs about anti-Semitic behavior with students, supervisors, co-workers, faculty and staff.
- Participate in or initiate discussions about intolerance in classes, groups, unions, or professional associations. Contribute to the University's efforts to stop all forms of intolerance.
- If you observe acts of anti-Semitism, confront the harasser directly by letting them know how you feel about it.
- Do not encourage anti-Semitic behavior by participating in inappropriate joking or conversation.
- Report or encourage others to report anti-Semitic behavior to University resources listed in this brochure.

## Violation of Policy:

Individuals found in violation of this policy will be subject to disciplinary or other corrective action. Individuals may also be prosecuted under hate crimes provisions of Minnesota Statutes, Chapter 609.

## Retaliation

No retaliation, including reprisal, intimidation, or harassment directed towards anyone who makes a complaint of discrimination/harassment will be tolerated by Minnesota State Colleges and Universities or its institutions, including Minnesota State University Moorhead. Such retaliation is also prohibited by state law. Any individual who intentionally engages in retaliation against any person who reports alleged discrimination/harassment or who intentionally engages in retaliation against any person who testifies, assists, or participates in any manner in an investigation or process in relation to a discrimination/harassment complaint, regardless of whether a claim is substantiated, shall be subject to disciplinary or other corrective action, as appropriate.

## For More Information or Assistance, Contact Campus Resources:

**Ashley Atteberry**  
Director of Student Conduct & Resolution  
Owens 206  
**Voice: (218) 477-2174**

**Greg Lemke**  
Director of Public Safety  
1616 9th Ave. S.  
**Voice: (218) 477-5869**

**For TTY Communication, contact the Minnesota Relay Service at 1-800-627-3529**

## Other Resources:

**Office for Civil Rights**  
U.S. Dept. of Education  
Citigroup Center, 500 W. Madison Street, Suite 1475  
Chicago, IL 60661  
**Voice: (312) 730-1560**  
**TDD: (877) 521-2172**

**Jewish Community Relations Council**  
12 North 12 Street  
Minneapolis, MN 55403—1386  
**Voice: (612) 338-7816**

**Minnesota Department of Human Rights**  
Army Corps of Engineers Centre  
190 E. 5th Street, Suite 700  
St. Paul, MN 55101  
**Voice: (651) 296-5663 or 1-800-657-3704**  
**TTY: (651) 296-1283**

This brochure is not intended to modify the formal Minnesota State Colleges and Universities Policy Statements. Copies of the formal statements are available from the Director of Student Conduct and Resolution, Owens 206, 477-2174 (Voice), or at [www.mnstate.edu/affirm](http://www.mnstate.edu/affirm).



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