

CODE OF CONDUCT FOR THE PREVENTION AND SANCTIONING OF ANTI-SEMITIC INCIDENTS

PREAMBLE

The Code of Conduct for the prevention and sanctioning of anti-Semitic incidents is adopted in accordance with the provisions of Law No. 157/02.07.2018 concerning some measures destined to prevent and combat anti-Semitism; The code of conduct for the prevention and sanctioning of anti-Semitic incidents, developed by the European Union of Jewish Students; The national strategy for preventing and combating anti-Semitism, xenophobia, radicalization, and hate speech (2024-2027); The Code of University Ethics and Deontology and the Charter of the „Ion Ionescu de la Brad” University of Life Sciences from Iași (hereinafter referred to as USV Iași).

The „Ion Ionescu de la Brad” University of Life Sciences from Iași is fully committed to supporting an inclusive culture that promotes equality and diversity and maintains a work, study, and socialization environment in which the rights and dignity of employees, students, and all persons with whom the university interacts are respected.

USV Iași recognizes that anti-Semitism and its manifestations contradict this commitment. Also, the members of the USV Iași community are aware that prejudice and intolerance, specific to anti-Semitic manifestations, lead to systematic harassment and discrimination, meaning that members of the Jewish community in Europe are subject to stereotypes, insults, and even physical violence.

In line with the core values shared by the university community, the University is committed to being an example of good practice, regulating the response to anti-Semitic manifestations, supporting the raising of awareness of the danger of anti-Semitism among students and staff, and assuming the role of model for the whole society.

CHAPTER I – GENERAL PROVISIONS

Art. 1. The activities of prevention and sanctioning of anti-Semitic incidents in USV Iași are carried out in compliance with the following **principles**:

- a) Respect for the fundamental human rights and freedoms;
- b) Empathetic and victim-centered approach - involves awareness of the vulnerability of victims of hate crimes and, implicitly, prioritizing the security needs of members of the Jewish community and other people in vulnerable situations;
- c) Protection against discrimination - implies an inclusive approach, based on respect for human dignity;
- d) The principle of prevention - assumes that the activities carried out in the application of this Code ensure, first of all, the prevention of anti-Semitism, xenophobia, radicalization and hate speech;
- e) The principle of complementarity, transparency and social dialogue – implies both the transparency of the decision-making process and active cooperation with members of civil society;

- f) The principle of responsibility and cooperation - implies the obligation of all actors involved in the application of the Code to rigorously fulfil all their commitments, including through collaboration and coordination of efforts in order to achieve the assumed objectives;
- g) The principle of sustainability - implies the allocation of the necessary resources for the prevention and sanctioning of anti-Semitic incidents;
- h) The principle of legality - requires that all activity undertaken to prevent and combat anti-Semitism, xenophobia, radicalization and hate speech is carried out on the basis of and in accordance with the law;
- i) The principle of proportionality - assumes that the measures taken in the implementation process of this Code are appropriate and necessary to achieve the established objectives.

Art. 2. In the context of the Code, the terms and expressions below have the following meaning:

- a) **antisemitism** - in accordance with Law No. 157/2018 and with the definition adopted by the member states of the International Holocaust Remembrance Alliance (IHRA) (Annex 1), refers both to the perception of Jews expressed as hatred against them as well as to verbal or physical manifestations motivated by hatred against Jews, directed against Jews or their properties, against the institutions of the Jewish communities or their religious facilities;
- b) according to Law No. 157/2018, an **organization with an anti-Semitic character** refers to any group of people who carry out their activity temporarily or permanently, in order to promote anti-Semitic ideas, conceptions or doctrines;
- c) according to Law No. 157/2018, **anti-Semitic symbols** may include, but are not limited to the following: flags, emblems, badges, uniforms, slogans, and salutations, as well as any other such signs that convey ideas, concepts, or doctrines that promote anti-Semitism;
- d) **anti-Semitic materials are**, in accordance with Law No. 157/2018: images, text messages, audio-video content, as well as any other such representations, which convey ideas, concepts or doctrines that promote anti-Semitism.

CHAPTER II - COUNTERING ANTI-SEMITIC INCIDENTS

Art. 3. USV Iasi assumes the responsibility of ensuring a cultural environment free of stereotypes, intolerance, and discrimination. USV Iasi recognizes anti-Semitism as a form of discrimination.

Art. 4. (1) Within USV Iași, illustrative examples of **acts of an anti-Semitic nature** may include, but are not limited to the following actions (expressed verbally, in writing, or in visual form):

- a) Promoting, in public, in any way, anti-Semitic ideas, concepts, or doctrines;
- b) Distributing or making available to the public by any means, anti-Semitic materials;
- c) Making, selling, spreading, possessing with a view to spreading as well as using anti-Semitic symbols in public;
- d) Initiating or establishing an organization with an anti-Semitic character, joining or supporting, in any form, such an organization;
- e) Other facts illustrated, for example by the „Code of conduct for the prevention and sanctioning of anti-Semitic incidents, developed by the European Union of Jewish Students” (Annex 1), but not limited to these.

(2) The facts listed in para. (1) letter c) are allowed, in accordance with the provisions of Law No. 157/2018, only if they do not promote anti-Semitism, in the interest of art or science, research or education or for the purpose of debating issues of public interest.

Art. 5. (1) In order to effectively prevent anti-Semitic incidents, USV Iași offers training and instruction opportunities to teachers and staff, in partnership with civil society organizations, with the aim of educating on the topic of anti-Semitism and the experiences of the Jewish community.

(2) Training and instruction are mandatory for the members of the Ethics Commission of USV Iasi. Each member is required to attend at least one training session.

(3) Similarly, in partnership with civil society organizations, USV Iasi will make such trainings and training opportunities available to students, depending on capacity.

CHAPTER III – SANCTIONING OF ANTI-SEMITIC INCIDENTS

Art. 6. The Code of Conduct for the prevention and sanctioning of anti-Semitic incidents holds employees, students and third parties accountable both on and off campus.

Art. 7. (1) Any behaviour of a member of the university community, which violates the provisions of Art. 4, may be the subject of a complaint or notification.

(2) Students and staff who are victims of an anti-Semitic incident (discrimination, verbal or physical harassment) or are witnesses to such an incident are encouraged to report it and seek assistance in accordance with the complaints procedures already in place within USV Iasi.

(3) The analysis and resolution of reports and complaints regarding anti-Semitic attitudes or facts are carried out by the University Ethics and Deontology Commission, in accordance with its Regulations.

(4) In the event of a violation of the rules established by the *Code, the University Ethics and Deontology Commission* is empowered to take decisions to apply the sanctions established by the university regulations and the legislation in force.

(5) During the report/self-report analysis, the individual accused benefits from the presumption of innocence unless and until proven guilty.

Art. 8. The consequences of violating the Code depend on the seriousness of the incident. Penalties vary and can range from a public apology to disciplinary action, dismissal, suspension or expulsion.

Art. 9. The Ethics Committee is encouraged to consult with relevant civil society organizations for the evaluation of incidents.

Art. 10. Once in-house approaches have been exhausted, all parties retain their rights related to a complaint in court.

CHAPTER IV – FINAL PROVISIONS

Art. 11. The provisions of the Code of Conduct complement the University Charter and the Code of University Ethics and Deontology of USV Iasi.

Art. 12. All employees, students and third parties with whom USV Iasi interacts must comply with the Code of Conduct.

Art. 13. Members of the university community are subject to disciplinary actions for non-compliance with the provisions of the Code of Conduct.

Art. 14. The Code of Conduct enters into force at the moment of its adoption by the Senate Decision and is published on the website of USV Iasi.

The Senate of the „Ion Ionescu de la Brad” University of Life Sciences in Iasi approved *the Code of Conduct for preventing and sanctioning anti-Semitic incidents* in the meeting dated 21.10.2024, the date on which it entered into force.

PRESIDENT OF THE SENATE,
Prof. Vasile VÎNTU, PhD.

R E C T O R,
Prof. Gerard JIȚĂREANU, PhD.

The IHRA working definition of anti-Semitism

The International Holocaust Remembrance Alliance (IHRA) brings together governments and experts to strengthen, develop and promote Holocaust education, memory and research around the world, and to support the commitments made in the 2000 Stockholm Declaration.

The non-legally binding working definition of anti-Semitism was adopted on 26 May 2016 by the 31 member countries of the International Holocaust Remembrance Alliance.

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

To guide the IHRA in its work, the following examples may serve as illustrations:

Manifestations of anti-Semitism can include attacks on the state of Israel, conceived as a Jewish collectivity. However, criticism of the State of Israel in the same way as criticism of any other country cannot be considered anti-Semitic. Anti-Semitism often accuses Jews of conspiring against humanity and is often used to blame Jews because „things are not going well”. It expresses itself verbally, in writing, visually and through actions, and resorts to sinister stereotypes and negative character traits.

Contemporary examples of anti-Semitism in public life, in the media, in schools, in the workplace, and in the religious sphere may include, but are not limited to, the following, taking into account the general context:

- calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion;
- making false, dehumanising allegations that perpetuate unrealistic clichés about the power of Jews as individuals or their power as a collective that fuel hatred in the online or offline environment; the classic (but not exclusive) example is the myth of Jewish control of the media, the economy, governments, or other social institutions, or of a worldwide Jewish conspiracy;
- accusing the Jews as a people of being responsible for real or imagined reprehensible acts committed by a single Jew or group of Jews, or even for acts committed by non-Jews;
- denying the fact, scope, mechanisms (e.g., gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust);
- accusing the Jews as a people, or Israel as a state of inventing or exaggerating the Holocaust;
- accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations;
- denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavour;
- applying double standards by requiring from the State of Israel a behaviour not expected or demanded of any other democratic nation;
- using the symbols or images associated with classic antisemitism (e.g. accusing the Jews of killing Jesus or ritual sacrifices) to characterise Israel or the Israelis;
- comparing contemporary Israeli politics with that of the Nazis;
- holding Jews collectively responsible for actions of the state of Israel.

Anti-Semitic acts are a crime when defined as such by law (for example, in some countries, denying the Holocaust or distributing anti-Semitic material).

Crimes are anti-Semitic when the targets of attacks, whether persons or property (such as buildings, schools, places of worship, and cemeteries), are chosen because they are, or are perceived to be, Jewish or associated with the Jews.

Anti-Semitic discrimination is the refusal to grant Jews opportunities or services available to others and is illegal in many countries.