

# Antisemitism Statement

September 2025

<b>Scope</b>	All Staff, Students, External Speakers, and Visitors
<b>OFS Condition</b>	B2
<b>Strategic Plan</b>	Pillar 3
<b>Access:</b>	Public

**Version 1.1**  
**Approved by the Board of Governors**

## Commitment to Inclusion and Equality

UK Business College (UKBC) is committed to providing a safe, inclusive, and respectful environment for all students, staff, and visitors. Discrimination, harassment, or victimisation based on race, religion, or belief—including antisemitism—is strictly prohibited, in accordance with the Equality Act 2010.

As part of this commitment, UKBC has formally adopted the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism. This definition helps ensure clarity in identifying and preventing antisemitic behaviour while upholding academic freedom and robust debate.

## IHRA Definition of Antisemitism

The International Holocaust Remembrance Alliance (IHRA) defines antisemitism as follows:

“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. Antisemitism often targets Jews as a group or the Jewish collective.”

## Contemporary Examples of Antisemitism

Contemporary manifestations of antisemitism may include, but are not limited to:

- 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 mendacious, dehumanising, demonising, or stereotypical allegations about Jews, including myths of Jewish conspiracies or claims that Jews control the media, economy, government, or other societal institutions.
- Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person, group, or even non-Jews.
- Denying or minimising the Holocaust, including its scope, mechanisms, or intentionality.
- Accusing Jews or Israel of inventing or exaggerating the Holocaust.
- Questioning the loyalty of Jewish citizens to their own nations on the basis of alleged loyalty to Israel or global Jewry.
- Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of the State of Israel is a racist endeavour.
- Applying double standards to Israel that are not applied to other democratic nations.
- Using symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterise Israel or Israelis.
- Drawing comparisons between contemporary Israeli policy and that of the Nazis.

## Freedom of Speech and Debate

UKBC is committed to protecting freedom of speech and academic debate. The following guidance clarifies how criticism of Israel or Israeli government policy is distinguished from antisemitism, consistent with the Home Affairs Select Committee (2016) recommendations:

- It is not antisemitic to criticise the government of Israel, provided the criticism does not invoke antisemitic tropes or stereotypes.
- It is not antisemitic to hold Israel to the same standards as other liberal democracies.
- It is not antisemitic to take a particular interest in the policies or actions of the Israeli government.

In contrast, antisemitism may occur if criticism:

- Denies Jews the right to self-determination by singling out Israel unfairly.
- Uses classic antisemitic symbols or tropes to attack Israel or Jewish people.
- Holds Jewish individuals collectively responsible for actions of the State of Israel.

UKBC encourages robust, respectful debate on Israel-Palestine issues, ensuring discussion remains free from antisemitic stereotypes.

### Reporting and Support

Any member of the UKBC community who experiences or witnesses antisemitism is encouraged to report it via the College's standard Equality, Diversity, and Inclusion procedures. All reports will be handled seriously, confidentially, and in accordance with UKBC's commitment to creating a safe and inclusive environment.

Document Information	
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External Reference:	<ul style="list-style-type: none"> <li>• <i>IHRA Definition of Antisemitism</i></li> <li>• <i>Home Affairs Select Committee 2016</i></li> </ul>