

# Conduct & Technology Policies

University administrators play a critical role in ensuring a safe and inclusive campus for all students. When it comes to the protection of Jewish students, it is vital that university conduct policies and WiFi/technology use policies are applied consistently and fairly. Discriminatory behavior, including threats or harassment directed at Jewish students, should be addressed with the same rigor as violations involving other groups, such as Greek life organizations. This resource focuses on the importance of equal enforcement of policies to prevent and respond to threats against Jewish students.

## Equal Enforcement of Policies

University conduct policies and technology use policies should be applied without bias to all members of the campus community. However, there are instances where these policies may be enforced more strictly against some groups, such as Greek life organizations, while violations targeting Jewish students may be overlooked or under-enforced. This disparity can undermine the safety and well-being of Jewish students, leading to a campus environment where they may feel marginalized or unprotected.

## Key Areas of Concern:

- **Harassment and Discrimination:** Harassment based on religion, including antisemitic threats or hate speech, should be treated with the same seriousness as other forms of discrimination.
- **Technology Misuse:** If university technology is used to target Jewish students with hate speech or threats, the same enforcement standards should apply as when technology is misused by other groups or individuals.

## Have Questions?

The Alpha Epsilon Pi Antisemitism Response Center is here to provide confidential consulting to help protect your campus and provide resources that lead to healthier safer campuses

## Why Equal Enforcement Matters

Inconsistent enforcement of policies can contribute to a campus climate where certain groups feel they are treated unfairly or less protected. Jewish students, like all students, have the right to be free from discrimination, threats, or harassment, whether these actions occur in person or through technology.

- **Upholding Trust:** Equal enforcement builds trust in university policies. Students must feel confident that the university will address all forms of harassment, regardless of the perpetrator's identity or affiliation.
- **Ensuring Accountability:** The failure to consistently apply consequences undermines accountability. If violations are ignored or minimized in certain cases, it signals to the campus community that some students are less deserving of protection than others.

## Steps for Ensuring Equal Enforcement

Administrators can take the following steps to ensure that conduct and technology policies are enforced fairly and consistently across all groups:

### Review and Strengthen Policy Enforcement

- **Allowed:** Peaceful rallies in designated free speech zones that do not disrupt classes.
- **Regulated:** Activities that block campus roads, prevent students from attending classes, or pose safety risks.

### Address Technology Misuse

- **Encourage reporting:** Ensure that Jewish students are aware of how to report harassment or threats. This includes using university reporting systems, campus security, and student affairs offices.
- **Technology-based evidence:** When harassment occurs through university technology (email, social media, etc.), encourage students to save evidence, such as screenshots, messages, or logs of interactions, to support their case.
- **Monitor digital behavior:** Apply the same scrutiny to online threats and harassment as to in-person behavior. If university technology is misused to target Jewish students, enforce the technology use policy just as strictly as other violations.
- **Investigation and accountability:** Ensure that investigations into misuse of technology for harassment are thorough and that consequences for violators are clear and enforced.

### Support for Jewish Students

- **Clear reporting channels:** Provide Jewish students with clear, accessible ways to report harassment or threats, including through digital platforms.
- **Respond swiftly:** Act promptly and decisively when violations occur to demonstrate that the university is committed to a safe and supportive environment for all students.