
UCLA Initiative to Combat Antisemitism Action Group Report

May 14, 2026

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Executive Summary

Executive Summary

- Chancellor Julio Frenk charged the 15-person UCLA Initiative to Combat Antisemitism action group, under the leadership of Distinguished Professor Stuart Gabriel of the UCLA Anderson School of Management, with implementing the recommendations of the 2024 Antisemitism and Anti-Israeli Bias at UCLA task force, which address the rise in antisemitism on UCLA's campus and aim to eliminate hatred and injustice in all its manifestations.
- Below our action group reports on recent implementation of Initiative recommendations and provides specific guidance for the Initiative going forward. These ideas were developed through months of research and community feedback sessions.

Recommendations	
➤	Enhance training and education
➤	Overhaul discrimination reporting system
➤	Assure enforcement of rules, policies, and laws

Executive Summary

Pillar 1: Enhance Training and Education

➤ Findings:

- Antisemitism as a form of bias is not well understood. We cannot adequately confront antisemitism without increased awareness and improved identification.

➤ Action:

- Based on benchmarking and research, the action group in collaboration with other offices at UCLA developed and implemented new educational initiatives designed to increase understanding of antisemitism and how it manifests in the classroom, in research, and around campus.
- As part of our work, the university enhanced programming for freshman and transfer students, as well as teaching assistants, to address bias and prevent all forms of discrimination from manifesting on UCLA's campus. TA orientation and related training were also bolstered to focus on ways to foster an inclusive classroom and ensure compliance with Title VI.
- The action group is working toward developing and releasing an antisemitism training video, using feedback from student focus groups. Through Student Affairs, UCLA is also planning to engage resident assistants in the dorms in this work.
- The action group proposed an antisemitism training framework to build shared awareness, safer living environments, and equitable academic spaces.

Executive Summary

Pillar 2: Overhaul Discrimination Reporting System

➤ Findings:

- A survey conducted by the 2024 Taskforce on Antisemitism and Anti-Israeli Bias revealed widespread concerns regarding such discriminatory behaviors at UCLA. As broadly reported, some faculty and students filed civil rights complaints based on allegations of antisemitism or anti-Israeli bias.
- We learned that, like other students and faculty, many Jewish and Israeli affiliates encountered a complaint bureaucracy which they viewed as unresponsive.

➤ Action:

- The action group benchmarked UCLA's complaint systems against other large universities to implement best practices.
- With input from the action group, UCLA's administration overhauled its Civil Rights Office to ensure that mechanisms for data collection, reporting of discrimination, and complaint resolution are transparent, accessible, timely, and effective. Additionally, UCLA appointed a dedicated Title VI officer to strengthen the oversight and coordination of these efforts.
- Consistent with the action group's recommendations, the Civil Rights Office is hosting trainings for staff and partners focused on anti-discrimination law and policies.

Executive Summary

Pillar 3: Assure Enforcement of Rules, Policies, and Laws

➤ Findings:

- In accordance with True Bruin Values, UCLA affiliates need classrooms, research, and working environments that are safe, non-discriminatory, and inclusive across *all* protected groups. This requires stronger accountability for and enforcement of rules, policies, and laws.

➤ Action:

- As detailed in the slides that follow, the action group brought forward relevant UC system rules, policies, and laws, and court-ordered requirements to assure on-going university compliance.
- UCLA strengthened Time, Place, and Manner policies, hired Steve Lurie as vice chancellor for campus and community safety.
- The action group recommends additional UC policies to combat antisemitism and other forms of hatred and harassment.
- As there are already federal and state laws, and UC Regents, UCOP and UCLA policies forbidding discrimination and harassment, the action group urges UCLA leadership to assure timely and consistent enforcement of all such rules and policies to combat antisemitism to the same extent as enforcement occurs for victims belonging to other protected groups.

Executive Summary

Looking Ahead

- A university's most valuable resource is its people. A necessary precondition for universities to thrive and reach their full potential is the fair, unbiased, inclusive treatment of all university affiliates.
- As we step forward with these recommendations, the Action Group seeks to assure that UCLA is focused on helping students, staff, and faculty understand antisemitism and hate, changing the way incidents are reported, and strengthening enforcement.
- The focus of this work has been around bettering the campus climate, a fundamental tenet of the UCLA Connects Flagship Initiative, to improve the living, learning, and working environment for all UCLA faculty, staff, and students.
- There is more to be done - and UCLA is committed to delivering on the Chancellor's promise to combat antisemitism and other forms of discrimination against protected groups through a cross-group framework of engagement, trust-building, and relationship-building. This future work must also include a focus on faculty buy-in and accountability across all departments at UCLA.
- As a world-class hub for learning, future efforts of this work should also focus on providing frameworks for how people relate, communicate, and connect in a contested and emotionally charged environment.

Action Group Structure

Scope & Context

Overview

- The encampments, unrest and violence on the UCLA campus in April-May 2024 left many at UCLA feeling threatened and under attack.
- In October 2024, [the Task Force to Combat Antisemitism and Anti-Israeli Bias released its report on antisemitism on campus](#). Five months later, new Chancellor Julio Frenk created the [Initiative to Combat Antisemitism to implement the task force's recommendations](#).
- Primary activities documented in this report occurred between April and December 2025 with community feedback and discussion occurring between December 2025 and March 2026.

Recommendations

- Enhance anti-discrimination education initiatives among students, faculty, and staff
- Review and overhaul the discrimination reporting system
- Enforce current and new rules, policies, and laws

The information in this document is designed to accomplish the following:

- Inform the campus community regarding implementation of the recommendations
- Guide future actions to combat antisemitism at UCLA — and serve as a model for fighting all forms of discrimination

2025/26 Antisemitism Action Group Focus Areas

1 Enhance Training and Education

- Revise, develop and implement anti-discrimination programs that increase awareness and understanding of antisemitism, its historical context and its contemporary manifestations.

2 Overhaul Discrimination Reporting System

- Ensure that mechanisms for reporting antisemitic and other discriminatory incidents are transparent, accessible, effective, and timely in providing resolution and accountability.

3 Assure Enforcement of Rules, Policies, and Laws

- Strengthen UCLA's commitment to enforcing existing laws, regulations and rules, as well as advocating for necessary policy enhancements to combat antisemitism.

Stakeholder Engagement

Building partnerships with campus organizations, community leaders and external experts to foster a collective and informed approach to addressing and preventing antisemitism.

Timeline & Major Milestones

Formation and organization of action group to both address antisemitism and foster a culture of inclusion

April
2025

May – June
2025

Identification of focus areas, priorities, and goals for each action group team

Engagement in targeted research and initiatives to gather insights and build recommendations for university operations, education, and enforcement against antisemitism

July – December
2025

Share interim findings and proposed actions, refining recommendations and implementation strategies

Dec. – March
2026

Deliver final report with customized recommendations

Q2-2026

Community Engagement

During the period of December 2025 through April 2026, the Initiative to Combat Antisemitism action group invited and met with UCLA community members and external organizations. The goal of these discussions was to both share the progress made thus far and obtain feedback on the recommendations going forward.

Prior to filing this report, the Initiative to Combat Antisemitism conducted numerous:

- focus groups with students
- briefings and presentations to university administrators, faculty, staff, and students
- presentations and discussions with community organizations external to UCLA

Over 100 individuals contributed insights to this report. The Initiative to Combat Antisemitism is deeply appreciative of their contributions and feedback, which were incorporated into this final product.

Deeper Dives into Focus Areas

- 1 Enhance Training and Education
- 2 Overhaul the Current Discrimination Reporting System
- 3 Assure and Demonstrate Enforcement of Rules, Policies, and Laws

Enhancing training and education



Rationale

The [2024 Antisemitism and Anti-Israeli Bias at UCLA](#) report identified a lack of understanding of the diversity of Jewish identity and beliefs as contributing to assumptions and negative stereotyping of Jewish and Israeli members of the UCLA community. The same concern may be relevant to other communities. Countering prejudice against particular group(s) is broadly beneficial whereas allowing prejudice and discrimination to persist poses risks to all groups. Educational initiatives are core functions of UCLA and may help to address bias and discrimination. Such initiatives could be fundamental to furthering such core UCLA values as fair treatment of all community members and creation of a safe and inclusive learning environment.



Objectives

Workstream Goal: Revise, develop and implement programs that increase awareness and understanding of antisemitism, its historical context and its contemporary manifestations. Examples include:

- Develop educational content around antisemitism for delivery starting in 2025 to freshman and transfer orientation. Undertake the same for Teaching Assistants and Resident Assistants.
- Build resources and programs to educate student leaders on how to create safe living and learning environments for all students and with respect to antisemitism.
- Build content and recommendations for broader anti-discrimination and antisemitism programs for all UCLA community members.

Enhancing training and education



Completed Actions

- ✓ **Benchmarked best practices in antisemitism education** via review of peer university programs and scientific literature.
- ✓ Developed proposal for a **comprehensive antisemitism training framework** that maps to the needs of UCLA communities, such as students, student leaders, faculty, and staff.
- ✓ **Enhanced freshman, transfer student, and teaching assistant orientation programs** to address bias and discrimination, including targeted information on antisemitism and related Title VI compliance.
- ✓ Identified **UC Berkeley's antisemitism video "Antisemitism in Our Midst: Past and Present"** as worthy of review for use at UCLA. Convened UCLA undergraduate and graduate **student focus groups** to obtain feedback on tailoring of video for UCLA. **Forged a collaboration with UC Berkeley experts to revise and produce their antisemitism training video** consistent with the needs of the UCLA community.
- ✓ As part of Student Leadership development, **established a partnership with Residential Life to develop, pilot, and deliver an in-service antisemitism awareness training to resident assistants** (date to be determined).

Summary of Best Practices in Antisemitism Training at Peer Institutions (5/28/25)



Executive Summary of Training Benchmarking

- **Benchmarked Peers: UC Berkeley, University of Wisconsin, Vanderbilt University, Indiana University, University of Michigan, University of North Carolina at Chapel Hill, University of Miami, University of Texas at Austin**
 - Each institution has their own unique approach to addressing antisemitism.
 - **UC Berkeley** and **Indiana University** specifically address antisemitism independently, while the other institutions address antisemitism as part of a broader initiatives (e.g., Countering Hate at University of North Carolina at Chapel Hill, Pluralism Initiative at University of Michigan, Free Expression Module at University of Wisconsin).
 - Of the five schools providing educational content related to antisemitism, only **University of Wisconsin** mandated completion of their Free Expression module from students. Four campuses (**UC Berkeley, Indiana University, University of North Carolina at Chapel Hill, University of Miami**) made content available to students but did not require it.
 - **UC Berkeley's** optional antisemitism educational module is provided as part of new student orientation. Our assessment of UC Berkeley content led to further conversations with UC Berkeley experts and a collaboration to tailor the video content to the UCLA student community.
 - We are currently gathering student feedback on the UC Berkeley video to inform the creation of a UCLA-specific antisemitism training video.
 - Only **University of Miami** had a published completion rate for its antisemitism training.
 - Given that most of these programs are relatively new, training metrics and impact are currently unknown.

Example: Slides in Teaching Assistant Orientation on Title VI compliance & classroom inclusivity

Inclusive Practices & Title VI Compliance

Title VI of the Civil Rights Act (1964) prohibits discrimination based on race, color, or national origin in federally funded programs. This includes discrimination related to **shared ancestry, national origin, or ethnic characteristics**, such as antisemitic or anti-Muslim actions, as well as discrimination related to immigration or visa status.

As a TA, it is your responsibility under Title VI to:

- Model respect for all students regardless of race, religion, national origin, immigration status, etc.
- Ensure your section remains a **welcoming, nondiscriminatory learning environment**
- Welcome diverse backgrounds, values, and perspectives in the classroom and bring them into dialogue
- Maintain awareness of body language, facial expression, and reactions to perspectives you may or may not agree with
- Report incidents of discrimination, harassment or prohibited conduct to the [Civil Rights Office](#)

**Consult with the instructor of record for your course or department leadership if you need guidance about your responsibilities.*

(slide 4 of 7)

Your Role in Creating Inclusive Classrooms

Key Takeaways for Inclusive Teaching

- **Comply with Title VI:** No discrimination or harassment based on race, religion, national origin, or shared ancestry
- **May acknowledge without bias** current events and their impact on students and instructors
- **Coordinate with instructors** before granting flexibility on assignments
- **Avoid intrusive political, religious, personal or other material** unrelated to course learning objectives

Enhancing training and education



Near-Term Recommendations

- **Administration should implement a comprehensive antisemitism and anti-discrimination training framework with defined objectives based on the educational needs of each stakeholder group.**
 - Complete assessment of faculty and staff training needs, and the channels available to provide educational content.
 - Include the Civil Rights Office and Inclusive Excellence in the planning and delivery of any training.
 - Develop antisemitism training rollout strategy in coordination with key campus partners:
 - Partner with Campus Community Conversations initiative to program discussions related to combating antisemitism.
 - Continue partnering with Campus Life to coordinate with Residential Life, SOLE and other key areas to integrate and deliver to Resident Assistant, key student groups, and student leader trainings.
 - In collaboration with the Office of Inclusive Excellence, incorporate rollout of antisemitism trainings as part of any broader efforts to address '-isms' on campus.
 - Assess the program via defined metrics, survey and evaluation research, and cross-campus feedback

- **Adapt UC Berkeley antisemitism training video for UCLA usage based on focus group feedback and task force insights.**
 - Obtain additional external insights from leading organizations. Assure funding of antisemitism training resources.

Enhancing training and education

Long-Term Aspirations & Future Actions

- **Leverage best practices to inform development of content addressing all forms of discrimination on campus.**
 - “While the right to free speech is legally protected, this protection is not absolute. The university has the right to enforce certain policies that regulate speech through content-neutral Time, Place, and Manner regulations.... Also, discriminatory acts, harassment and abuse are strictly prohibited by law and university policy.” (EVCP Darnell Hunt email to campus, Sept 19, 2025)
 - Conduct trainings for all UCLA administrators (including deans and department chairs) to create awareness of new rules, policies, and initiatives to improve antidiscrimination culture, compliance, and accountability (including work of antisemitism taskforce and other efforts) and emphasize that law forbids otherwise protected speech/assembly that violates anti-discrimination laws and/or creates a hostile work/campus environment for protected groups.
- **Be at the forefront of understanding and application of effective methods to address antisemitism on campus, providing examples and guidance for other universities and protected groups.**

Deeper Dives into Focus Areas

- 1 Enhance Training and Education
- 2 Overhaul the Current Discrimination Reporting System
- 3 Assure Enforcement of Rules, Policies, and Laws

Overhaul the current discrimination reporting system



Rationale

The [2024 Antisemitism and Anti-Israeli Bias at UCLA](#) report identified a broad concern regarding the transparency, accessibility, timeliness, and effectiveness of the UCLA civil rights complaint system. The 2024 report further articulates concerns as to whether the complaints system impartially and fairly serves all members of the UCLA community in achieving stated goals.



Objectives

Workstream Goal: Ensure that mechanisms for reporting discriminatory incidents at UCLA are transparent, accessible, timely and effective in providing resolution and accountability, and operate in accordance with laws, policies, and protocols. Examples include:

- Identify and assess the various channels and processes by which a UCLA community member can lodge a discrimination complaint.
- Benchmark UCLA Civil Rights complaint process to peer institutions.
- Based on above, provide input to UCLA Compliance Office on restructuring of the Civil Rights Office (CRO) so as to assure equity and transparency of treatment, create investigation data and reporting systems, improve existing culture, and strengthen partnerships across UCLA.

Overhaul the current discrimination reporting system



Completed Actions

- ✓ **Mapped previous complaint system for the various complainant groups on campus (students, staff, faculty),** identifying gaps in process flow, transparency, timeliness, and enforcement.
- ✓ **Benchmarked UCLA complaint systems against peer universities** and highlighted best practices at peer universities that could be adopted.
- ✓ **Provided insights from above analyses** to Associate Vice Chancellor Mark Krause in support of his team's efforts to improve the Civil Rights Office via redesign of processes and protocols for handling and reporting of complaints.
- ✓ **Created interview guides to gauge complaint system effectiveness** for use in future focus groups.

Benchmark findings of UCLA Complaint System as of June 2025

Feature	What Others Offer	Current Gaps at UCLA
Public, Real-Time Dashboard	<ul style="list-style-type: none"> Stanford publishes a live incident dashboard for cases advancing to law-enforcement review. Harvard (starting 2025) will provide yearly Title VI outcomes data. Vanderbilt issues an annual EOA data report with breakdowns by protected base. 	<ul style="list-style-type: none"> While hate crime reporting and annual reports of non-criminal acts of hate, bias, and intolerance are produced, revisions in data aggregation systems are required to ensure timely reporting and analysis.
Comprehensive, Public Annual Reporting Specific to Title VI	<ul style="list-style-type: none"> UC Berkeley’s Civil Rights Annual Report (2022–24) details how many discrimination (Title VI) vs. Title IX cases were filed, resolved via informal or formal means, and high-level outcomes. Harvard’s settlement mandates a public Title VI report each year for at least five years, including how antisemitism/anti-Arab incidents were handled. 	<ul style="list-style-type: none"> Lack of standalone Title VI-focused annual report. Current accountability reports do not break out “race/national-origin” complaints with frequency or resolution data.
Anonymous Reporting Dedicated to Bias/Title VI	<ul style="list-style-type: none"> UC San Diego’s OPHD “Report Bias” portal allows anonymous submissions specifically for bias. 	<ul style="list-style-type: none"> UCLA should better advertise the existing UC EthicsPoints anonymous reporting system.
Visual Complaint Flowchart for All Audiences	<ul style="list-style-type: none"> UC San Diego and UC Berkeley publish PDF flowcharts illustrating step-by-step complaint routes and expected timelines. Stanford’s Title VI site includes an embedded visual process map. 	<ul style="list-style-type: none"> UCLA’s EDI site links to a process graphic, but it is buried within policy pages and is not easily downloadable or prominently promoted to students/faculty. There is no widely circulated, standalone “quick-reference” flowchart image summarizing how complaints move through DPO, Student Conduct, Staff EEO, etc.
Detailed Outcome Summaries Accessible to Community	<ul style="list-style-type: none"> Vanderbilt’s EOA report provides not just totals but breakdowns (e.g., number of investigations opened, average days to resolution). UC Berkeley’s annual report describes how many informal resolutions vs. formal investigations occurred and what general remedies were used. 	<ul style="list-style-type: none"> UCLA posts only occasional outcome statements (e.g., press releases when a high-profile case concludes). Lacks a consolidated archive of outcomes or “snapshot” summaries showing how many cases were substantiated, what remedies were applied (training, separation of parties, disciplinary action).

Consistent with the Action Group's recommendations, the Civil Rights Office (CRO) also completed the following actions



Completed Actions

- **UCLA appointed a dedicated Title VI officer to continue strengthening the campus' data collection, reporting of discrimination and complaint resolution systems.**
- **Reporting website has been redesigned by the CRO to improve complainant submission process, such as streamlined information on how to make reports, the overall complaint process, and support resources, and included a Frequently Asked Questions section. Future website revisions will include team contact information and bios, and additional support documents.**
- **CRO began revamping the case management system, which will lead to an updated platform that will allow more robust tracking, promote better analysis of trends, and increased efficiency.**
- **Hosted several trainings for CRO staff and other CRO partners. Examples of topics covered include:**
 - **A speaker from the Academic Engagement Network to discuss antisemitism.**
 - **Trainings from Cozen O'Connor to refresh understanding of current legal and UC policy expectations.**
 - **A speaker from the Interfaith Networks Group to discuss intersectional issues affecting Muslims, Arabs and Palestinians.**
- **Explored software solutions that might offer greater opportunities to unify data management across campus.**

Overhaul the current discrimination reporting system



Near-Term Recommendations

- **Consider establishing a single system pertinent to all groups on campus (students, faculty, staff, etc.).**
 - Continue website and process redesign to optimize discrimination reporting, tracking, resolution across relevant university offices, and trend analysis.
- **Increase trainings for staff on antisemitism and other forms of discrimination.**
 - Systemize and regularize training of CRO officers to assure the adequacy of their knowledge and readiness to address and respond to all protected classes and related discrimination.
- **Continue timely, regular reports that inform UCLA senior leadership and others on progress and data trends within the Civil Rights complaint system.**
 - Strengthen internal reporting capabilities and data structures that ladder up to a centralized reporting structure (similar to what the Compliance Office traditionally uses for other purposes).
- **Consult CRO (the Local Implementation Officer) regarding disciplinary and other consequences when investigations substantiate violations of UC nondiscrimination policies, as required by UC policy and law.**

Overhaul the current discrimination reporting system

Long-Term Aspirations & Future Actions

- **Increase Nondiscrimination and Implicit Bias Training for all UCLA Community Members who Serve as a First Point of Contact for Reports of Discrimination.**
 - In collaboration with other UCLA partners (e.g. Inclusive Excellence, Center for Teaching Excellence, Student Affairs), expand and regularize a training program that covers all protected classes/forms of discrimination and assures that all UCLA faculty, staff and students who regularly serve as a first point of contact for an individual reporting a complaint (e.g. Student Affairs, faculty, teaching assistants, student leaders) receive that training.
- **Establish clear-cut consequences for civil rights violations to help assure fairness in adjudication.**
 - Collaborate with Associate Vice Chancellor for Campus and Community Safety to explore potential options for distinguishing and standardizing consequences of civil rights versus academic violations.
- **Once data system restructure is completed, reinstate UCLA public accountability reports.**

Deeper Dives into Focus Areas

- 1 Enhance Training and Education
- 2 Overhaul the Current Discrimination Reporting System
- 3 Assure and Demonstrate Enforcement of Rules, Policies, and Laws

Assure and demonstrate consistent, timely, and effective enforcement of rules, policies and laws



Rationale

Substantial broad-based concern arose regarding the erratic and limited enforcement of rules, policies and laws during the 2024 civil unrest at UCLA. Any decision not to enforce such rules and laws serves to undermine the purposes for which they are maintained; could be interpreted as permission to continue to violate such rules; and result in a myriad of unintended and adverse consequences across disparate targeted and untargeted parties. See [2024 Antisemitism and Anti-Israeli Bias at UCLA](#).



Objectives

Workstream Goal: Strengthen UCLA's commitment to enforcing existing rules, policies, and laws, as well as advocating for necessary policy enhancements to combat antisemitism and other forms of discrimination.

Examples include:

- Examine UCLA policies, procedures, and practices for inconsistency and bias.
- Recommend changes to UCLA and UC policy, procedure, and practice to assure and demonstrate enforcement of existing rules, policies and laws, particularly with a lens towards creating an environment where all UCLA community members feel safe on campus.
- Develop internal and external communications that inform our community of adherence to rules, policies, and laws.

Assure and demonstrate consistent, timely, and effective enforcement of rules, policies and laws



Completed Actions

- ✓ **Conducted thorough review of UCLA student, faculty, staff, and non-affiliate conduct codes and Time, Place, and Manner (TPM) rules**, identifying multiple ambiguities, inconsistencies, and gaps (prior to rollout of new TPM rules in September 2025).
- ✓ **Reviewed new UCLA TPM policies** to determine if similar issues exist as found in previous TPM rules.
- ✓ **Benchmarked student conduct codes and TPM rules against peer university groups** including UC Berkeley, USC, Vanderbilt, and University of Pennsylvania.
- ✓ **Reviewed relevant legal precedent** including US Supreme Court and Court of Appeals cases regarding freedom of speech, freedom of assembly, and TPM rules on university campuses.
- ✓ **Reviewed Frankel vs. UC Regents Settlement Injunction.**
- ✓ **Reviewed relevant UC Board of Regents and UCOP policies.**

Analysis: UCLA student, faculty, staff, and non-affiliate conduct codes including TPM (August 2025)



Executive Summary of Conduct Code Analysis

Conduct codes could benefit from the clarification of the following items:

- Language used in the various codes is often unclear.
- Timelines for and enforcement of disciplinary action are unclear and vary by constituency.
- Coordination between the disciplinary unit, campus safety officer, and/or civil rights office is ill-defined.
- Standards for investigation and/or discipline are inconsistent across constituencies. For examples, use of "probable cause" standard for faculty vs. "preponderance of evidence" standard for students.
- For students, there is no separation of academic vs. non-academic disciplinary processes.
- The student group code of conduct vs. the student individual code of conduct require clarification
- It is unclear from whom non-affiliates need to obtain approval for activities on campus.

Benchmark: Student conduct codes and TPM rules against peer university groups (August 2025)



Codes of Conduct/TPM Comparison to UC Berkeley & USC

UC Berkeley

Unlike UCLA, the UC Berkeley has:

- An individual student code that is consistent with the code applying to student groups/organizations.
- An informative landing page for violations of TPM Rules.
- An information page summarizing the rules for expressive activities.
- A specific policy regarding expressive activities (specifically masking and blocking traffic).

University of Southern California

Unlike UCLA, University of Southern California has:

- The Student Conduct Code incorporated into the Student Handbook.
- Specific sections in their Student Conduct Code for each kind of prohibited conduct.
- Separate discipline policies, processes, and procedures for academic and non-academic misconduct.
- A webpage dedicated to Demonstrations and Other Free Expression Events.
- Created web content that transparently speaks about how their encampment violated the Student Conduct Code.

Benchmark: Student conduct codes and TPM rules against peer university groups (August 2025)

🔍 TPM Review for Vanderbilt and University of Pennsylvania

Both Vanderbilt and University of Pennsylvania have more restrictive TPM policies.

Vanderbilt

“The Student Handbook changes are primarily designed to ensure that, amidst the robust environment of free expression we have cultivated here at Vanderbilt, there continue to be explicit and reasonable time, place and manner limitations that allow for equitable access to university space by all members of the campus community and facilitate the safe, efficient operations of the university,” said Vice Provost for Student Affairs and Dean of Students G.L. Black.

Relevant revisions include, but are not limited to, the following:

- The public may not participate in or be invited to participate in campus demonstrations and protests, and the university may request identification from those participating in demonstrations and protests to determine if they are members of the campus community.
- Demonstrations and protests may not occur at times that would require individuals to sleep or gather overnight given safety, logistical and maintenance concerns.
- Installations, defined as “temporary displays, art pieces, symbolic structures or other physical objects,” require reservations and may only be displayed between 8 a.m. and 7 p.m. or sundown, whichever is earlier, for no more than three consecutive days.
- Camping, sleeping, preparing to sleep or any other gathering overnight outdoors on campus is prohibited due to safety, logistic and maintenance concerns and to ensure access to university spaces for other groups wishing to make reservations.

All members of the Vanderbilt community are encouraged to review the full Student Handbook in advance of the start of the academic year.

UPenn (Temporary Standards for Events)

Scheduling & Event Registration	Amplified Sound	Posters, Signs, Banners, & Chalking	Demonstrations
<ul style="list-style-type: none"> • Campus facilities are prioritized for academic and research use, then for recognized University groups. • Events are private to Penn community unless stated otherwise • Events must be planned 48 hours in advance and 2 weeks for key spaces • Penn groups cannot act as “fronts” for non-affiliates to host events. 	<ul style="list-style-type: none"> • On weekdays, sound is limited to College Green/Blanche Levy/Penn Commons from 5–10 PM only. • Sound is only permitted on Locust Walk from 12–1 PM • NO amplified sound during finals, Reading Days, or University events. 	<ul style="list-style-type: none"> • Posters/signs must be removed after 2 weeks or 24 hrs post-event. • No spray-chalk or markings on vertical surfaces/statuses. • No light projections on buildings without approval. • Authorized signs may not be removed or covered up by others • Unauthorized signage removed immediately. 	<ul style="list-style-type: none"> • Encampments and overnight protests are banned everywhere (trespass if attempted). • No unauthorized structures/barriers (removed immediately). • Prohibited in classrooms, labs, libraries, hospitals, offices, or sensitive areas. • Must not threaten/advocate violence, or harass/intimidate based on protected categories

Comparison: Previous and Current TPM 1 Pager (November 2025)

Previous 1 Pager

Important Reminders for



PUBLIC EXPRESSION ACTIVITIES

"Public Expression Activities" includes leaf-letting, marches, picketing, protesting, speech-making, demonstration, petition circulation, distribution and sale of non-commercial literature incidental to these activities, and similar speech-related activities.

When planning Public Expression Activities on UCLA property, please follow these guidelines:

TIME FRAME

Between midnight and 6:00 a.m., UCLA's paved walkways and lawns, including Areas for Public Expression, are closed to all activities, except traveling to/from buildings, crossing campus, or participating in Official University Functions, Organized or Major Events as defined in UCLA Policy 850.

PLACE: DESIGNATED LOCATIONS

DO use Areas for Public Expression for your Public Expression Activities consistent with UCLA Policy 852.

PEACEFUL CONDUCT

DO remain peaceful and respectful. DO follow University and UCLA policies and the law.

UNIVERSITY OPERATIONS

DO NOT disrupt classes, workplaces, events or other University activities. DO NOT restrict access to any University facility or space, or block pedestrian or vehicular access to streets, walkways, buildings, parking structures or fire lanes.

UCLA PROPERTY

DO NOT damage or mark UCLA property including projection of unauthorized visual displays, chalking, graffiti or other vandalism.

MANNER: SOUND

DO express yourself (for example: chant, sing, use your voice) in a manner that is not disruptive to those who are learning, teaching, working or involved in University operations, and in a manner that does not drown out a speaker associated with an approved organized/major event. DO follow guidelines for amplified sound in each Area for Public Expression.

MANNER: USE REQUESTS

DO reserve in advance a location/venue for your event outside designated Areas for Public Expression.

MANNER: MARCHES

DO NOT block pedestrian or vehicular access to streets, walkways, buildings, parking structures or fire lanes, or restrict access, impede traffic or entry to any University facility or space. DO NOT use amplified sound when marching outside designated Areas for Public Expression.

MANNER: TENTS OR CAMPSITES

DO NOT set up tents, campsites, or other temporary housing or other structures on UCLA property unless it is specifically pre-approved and permitted by the UCLA Events Office and in line with campus policies.

MANNER: STRUCTURES, DISPLAYS, POSTINGS, SIGNS & FLAGS

DO carry your poster, sign, banner, flag or display by hand and don't attach it to University property (exterior, and interior except in approved areas).

DO NOT bring unauthorized items such as temporary installations and/or physical structures on UCLA property during demonstrations or related activities.

DO familiarize yourself with the policies on the sizes, materials and restrictions of posters, signs, banners, flags and other similar displays and follow them.

MANNER: IDENTITY

DO identify yourself when asked by Designated University Officials who present their credentials (e.g., Bruin ID) and are implementing campus policies or state regulations.

DO NOT conceal your identity with the aim of intimidating any person or group, or to evade recognition or identification with the intent to violate University or UCLA policies or laws.

Please note, these reminders are not inclusive of all applicable Time, Place and Manner (TPM) policies.



SCAN HERE TO READ FULL POLICIES AND FOR MORE INFORMATION



New 1 Pager

Important Reminders for



PUBLIC EXPRESSION ACTIVITIES

"Public Expression Activities" include leafletting, marches, picketing, protesting, speech-making, demonstrations, petition circulation, and the distribution and sale of non-commercial literature incidental to these activities and similar speech-related activities.

When planning Public Expression Activities ("Activities") on UCLA property, please follow these regulations:

TIME

When you can hold public expression activities.

TIME FRAME

DO engage in Activities on campus during the day (between 6 a.m. and midnight). DO NOT engage in any Activities between midnight and 6 a.m., unless attending an official university event.

PLACE

Where you can hold public expression activities.

DESIGNATED LOCATIONS

DO use the Designated Areas for Public Expression not requiring prior approval. See map on tam.ucla.edu. DO contact the UCLA Events Office to schedule your Activities in areas outside the designated areas. DO NOT conduct Activities inside buildings or in areas not designated for such Activities without prior approval.

WHAT HAPPENS IF YOU DON'T FOLLOW THESE RULES

STUDENTS: You may be subject to student discipline, up to and including dismissal.

FACULTY/STAFF: You may be subject to discipline, up to and including termination.

ALL, INCLUDING VISITORS: You may be removed from campus, cited or arrested.

MANNER

How you can hold public expression activities.

PEACEFUL CONDUCT

DO remain peaceful and respectful. DO follow university policies and the law. DO NOT disrupt classes, work, events or activities.

UNIVERSITY OPERATIONS

DO NOT block walkways, buildings, pathways, parking, emergency lanes or other access points.

UCLA PROPERTY

DO NOT damage or mark property (no graffiti, chalking, unauthorized projections or vandalism).

SOUND

DO chant, sing and use your voice. DO get approval for using amplified sound in areas outside the Designated Areas for Public Expression. DO NOT exceed 85 decibels in volume unless pre-approved. DO NOT disrupt campus activities or operations, or drown out approved events.

PLEASE reach out to the Office of Campus & Community Safety and the Events Office to help prepare for a successful event.



Please note, these reminders are not inclusive of all applicable Time, Place and Manner (TPM) policies. SCAN HERE to read full policies and for more information.

USE REQUESTS

DO reserve spaces for Activities outside Designated Areas for Public Expression.

MARCHES

DO keep moving through outdoor hardscape areas (unless reserved). DO NOT block entrances, paths or traffic, or continuously march in the same area. DO NOT disrupt campus activities or operations, or exceed 85 decibels if using sound.

TENTS & CAMPSITES

DO NOT set up tents, camps or structures unless pre-approved.

SIGNS, FLAGS & DISPLAYS

DO carry posters, signs or flags by hand. DO NOT attach items to buildings, walls or other university property. DO NOT bring unauthorized installations or structures.

IDENTITY

DO NOT hide your identity (e.g., by covering your face) or refuse to provide ID to avoid accountability for violations of policy and law.



To report violations of UCLA's TPM policies, go to: tam.ucla.edu

Enhancements

- Improved document structure separates time, place, and manner sections
- Includes a new section titled "What happens if you don't follow the rules" with indication of consequences

Assure and demonstrate consistent, timely, and effective enforcement of rules, policies and laws

Near-Term Recommendations

- Create an internal dashboard to track intake, progress and outcomes for UCLA non-academic disciplinary cases.
- Implement firm deadline to resolve all disciplinary cases (recommend 90-120 days).
- Publicize in summary form outcomes (on an anonymous basis) of disciplinary cases every month.
- Review recently-revised TPM for discrepancies per established UC policy.
 - The UC Office of the President letter to UC Chancellors (8/14/24) clarified masking policy such that "no person shall wear a mask or personal disguise or otherwise conceal their identity **with the intent of intimidating any person or group**, or for the purpose of evading or escaping discovery, recognition, or identification in the commission of violations of law or policy."
 - Recently published TPM rules require update per UCOP masking policy.
- Assure UCLA compliance with UC Regents Policy 4408 on Public and Discretionary Statements by Academic Units (July 2024) and UC Regents Policy on Use of University Administrative Websites (January 2024).
 - Per the January 2024 UC Regents policy, "the main landing page of a Unit (campuses, schools, departments, centers, and other entities) shall only be used for the purposes of conducting the official business of the University and the Unit. **Such page shall not be used for the purpose of expressing the personal or collective opinions of Unit members...**". More generally, departments should not take political opinions, and such opinions should not be posted on UCLA websites.
 - Per the above UC Regents policies, conduct trainings for all UCLA Administrators, Deans and Department Chairs to create awareness per above policies and that **the law forbids postings on official administrative websites that violate anti-discrimination laws and/or create a hostile work/campus environment for protected groups** (see also page 80 of the 2024 Report of the UCLA Taskforce on Antisemitism and Anti-Israeli Bias).

Assure and demonstrate consistent, timely, and effective enforcement of rules, policies and laws



Near-Term Recommendations

➤ Comply with UC Regents Policy 2301 on Course Content.

- **Per the policy**, the university is required to “**remain aloof from politics and never function as an instrument for the advance of partisan interest. Misuse of the classroom by, for example, allowing it to be used for political indoctrination, for purposes other than those for which the course was constituted,...constitutes misuse of the University as an institution.**”
 - On Oct 25 2023, UC Berkeley alerted its faculty that the policy included a “prohibition on canceling a class session for the purpose of encouraging students to participate in a protest or rally.”
 - On Nov 13 2023, UC Santa Cruz provost’s communication states the policy imposes limits on “using the classroom and courses of instruction for political advocacy....”

➤ Demonstrate adherence to the injunction in the Frankel vs UC Regents settlement.

- **Para. 3(c): “For purposes of this order, all references to the exclusion of Jewish students, faculty, and/or staff shall include exclusion of Jewish students, faculty, and/or staff based on religious beliefs concerning the Jewish state of Israel.”**
 - In the above, “exclusion” refers to physical spaces, programs, and activities of the University.
- The injunction recognizes that for many Jews, support of Israel (the Zionist ideal) emanates from Jewish religious belief. Further, as discussed in the 2024 task force report on antisemitism and anti-Israeli bias at UCLA and consistent with findings of recent national surveys, a majority of Jewish responders feel a connection to Israel.
- Per below, attacks on Jews who believe in the fundamental right of self-determination in Israel may constitute a form of antisemitism (see following slide on IHRA definition of antisemitism).

➤ Treat all members of protected groups equally with the same urgency for all complainants and with the same due process protections for all respondents.

Assure and demonstrate consistent, timely, and effective enforcement of rules, policies and laws

Near-Term Recommendations

The University of California should consider the prominent International Holocaust Remembrance Alliance 2016 Working Definition of Antisemitism, including articulated examples thereof, in support of educational initiatives to combat antisemitism, complaint resolution, rule enforcement, and future policy formulation.

- The IHRA definition includes commonly agreed upon examples of antisemitism that may be broadly instructive, including:
 - Denying the Jewish people their right to self-determination
 - Holding Jews or Israelis collectively responsible for actions of a particular coalition government of Israel. Per Cambridge University clarifications in adoption of the IHRA definition:
 - *It is not anti-Semitic to criticize the government of Israel, without additional evidence to suggest anti-Semitic intent.*
 - *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.*
- Executive Order 13899 (Dec. 10, 2019) instructed federal agencies to “consider” the International Holocaust Remembrance Alliance “Non-Legally Binding Working Definition of Antisemitism” and the IHRA’s accompanying examples “to the extent that any examples might be useful as evidence of discriminatory intent,” when applying federal antidiscrimination law to Jews and Israelis as a protected class, while also directing that this definition should not be used to “diminish or infringe upon any right protected under Federal law or under the First Amendment.”
- Biden Administration U.S. National Strategy to Counter Antisemitism (May 25, 2023): “There are several definitions of antisemitism, which serve as valuable tools to raise awareness and increase understanding of antisemitism. The most prominent is the non-legally binding “working definition” of antisemitism adopted in 2016 by the 31-member states of the International Holocaust Remembrance Alliance (IHRA), *which the United States has embraced.*” [Emphasis added]
- The IHRA definition is in use at other universities including Harvard, Yale, Barnard, Columbia, Cambridge, and Northwestern.

Assure and demonstrate consistent, timely, and effective enforcement of rules, policies and laws



Near-Term Recommendations

Faculty must comply with state and federal laws and UC policies protecting the civil rights of all students, faculty and staff. Faculty may not use UCLA's name, academic departmental names, and/or UCLA resources to advance political agendas such as Boycott, Divest, and Sanction (BDS), anti-Zionism and "anti-normalization."

- California Education Code section 92000 prohibits faculty from using UCLA's name "in any of the following ways...(2) ... to imply... that any... organization... is... endorsed, favored, or supported by... the University of California... (3)...in connection with... any... promotional activity... which has... for its purpose... the support, endorsement, advancement... of any... boycott..."
- California Government Code section 8314 prohibits faculty from using UCLA resources "for a campaign activity, or personal or other purposes which are not authorized by law," such as supporting BDS.
- Faculty advocacy groups should be treated as private associations, not as extensions of UCLA. Groups such as "Faculty for Justice in Palestine" should be prohibited from leveraging departmental or program authority, official communications infrastructure, or UC branding in ways that imply UCLA's endorsement of BDS, "anti-normalization," anti-Zionism, antisemitism and related agendas.
- UCLA should adopt formal procedures for determining whether and when academic departments may formally co-sponsor campus programs.
- The Academic Senate must enforce the UC Faculty Code of Conduct on a consistent and nondiscriminatory basis. Shared *governance* includes shared *responsibility*, meaning the Academic Senate must address misuse of faculty and academic unit authority on a timely basis, including by reviewing and enforcing faculty and academic-unit obligations related to academic standards, curriculum, and faculty conduct norms, and by reporting publicly on corrective actions taken.

Assure and demonstrate consistent, timely, and effective enforcement of rules, policies and laws



Near-Term Recommendations

The University of California and its faculty must comply with California law (AB 2844) and UCOP policies (initially articulated 12/2013 and reaffirmed 4/2024) prohibiting anti-Israel boycotts. Such boycotts unlawfully discriminate against Jewish faculty and students, interfere with faculty and student academic freedom, and deprive the UC system of the benefits of collaboration with Israeli scholars.

- California Law (AB 2844) forbids “discriminatory actions taken against individuals of the Jewish faith under the pretext of a constitutionally protected boycott or protest of the State of Israel.”
- On Dec. 30, 2013, the UC Office of the President issued a [statement on the academic boycott of Israel](#): “The University of California prides itself on a rich tradition of free speech and diversity of thought. Universities depend on the unrestrained exchange of ideas, and it is our role to defend academic freedom and our scholars’ ability to pursue research of their choice. An academic boycott goes against the spirit of the University of California, which has long championed open dialogue and collaboration with international scholars.”
- On Apr. 24, 2024, the UC Office of the President reiterated its [statement on the academic boycott of Israel](#): “The University of California has consistently opposed calls for boycott against and divestment from Israel. While the University affirms the right of our community members to express diverse viewpoints, a boycott of this sort impinges on the academic freedom of our students and faculty and the unfettered exchange of ideas on our campuses.”
- However, organizations affiliated with UC, and UCLA-specific organizations have violated California law and UCOP policy by endorsing an academic boycott of Israel. Examples:
 - Academic: [American Studies Association](#), [American Anthropological Association](#), etc.
 - UCLA-specific: [Undergraduate Students Association Council](#)
- Additionally, UC academic departments, faculty groups and individual faculty members violate California law and/or the UC-wide policy against academic boycotts and divestment from Israel by both (a) directly participating in the academic boycott, and (b) endorsing membership and participation in organizations that encourage, and in some cases even enforce, the academic boycott.
- UC President Drake banned student governments from boycotting companies with ties to Israel ([Jul. 2, 2025 letter](#)); further, the UC system is required to comply with AB 2844 and to enforce existing UCOP policy by (i) mandating the immediate end of all Israel-related boycott activity within the UC system; (ii) ending UC participation in and support for any academic or other organizations engaged in boycotting Israeli universities and scholars; and (iii) amending Regental Bylaw 40.3 and the UC Faculty Code of Conduct to conform with UCOP anti-BDS policy, as well as Federal and California anti-discrimination laws.

Assure and demonstrate consistent, timely, and effective enforcement of rules, policies and laws



Long-Term Aspirations & Future Actions

- **Ensure campus-wide consistency in policy and rule enforcement and discipline.**
- **Develop internal and external communications that inform our community of adherence to rules, policies, and laws.**
- **Separate academic discipline from other student discipline for non-academic reasons.**
- **Ensure that individual student and student group conduct codes are consistent.**
- **Improve compliance with and consistent enforcement of Regental and UCOP policies and the UC Faculty Code of Conduct, while increasing transparency in the faculty discipline process.**
- **The UC Board of Regents should amend Regental Bylaw 40.3 and the UC Faculty Code of Conduct to conform with UCOP anti-BDS policies and California anti-discrimination, anti-harassment, anti-hostile workplace and anti-hostile classroom laws.**

Proposed Future Focus Areas

Recommendations for the next phase of work for the Initiative to Combat Antisemitism Action Group

1 Deepen Training, Education, and Dialogic Work

- Continue to build out programs that increase awareness and understanding of antisemitism for all community members.
- In coordination with campus partners, create a comprehensive antidiscrimination training and education program.
- Assess balance of perspective in our teaching around Jewish/Israeli topics to improve diversity of thought and achievement of educational objectives.
- Expand dialogue programs to build connections, understanding, and empathy.

2 Assess Environment at Specific Academic Units

- Dedicate a specific workstream to assess and evaluate the learning and working environment for Jewish faculty, staff, students, and other constituents at the UCLA David Geffen School of Medicine and other academic units.

3 Strengthen Faculty Adherence to Policies Addressing Antisemitism

- Assess existing UCLA faculty and academic policies and procedures.
- Partner with Academic Senate to build recommendations to strengthen adherence to and enforcement of antisemitism and antidiscrimination laws, policies, and procedures.

Build Recommendations for a Dedicated Administrative Body to Address Antisemitism in the Context of Broader UCLA Antidiscrimination and Anti-Hate Initiatives

While many organizations across UCLA support various aspects of this work, a dedicated, centralized administrative body with the specific charge to design, implement, monitor, and improve upon these recommendations is necessary.