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## **International Holocaust Remembrance Alliance's (IRHA) Statement**

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The Corporation at Hereford College of Arts (HCA) has adopted the International Holocaust Remembrance Alliance's (IRHA) working definition of antisemitism in with caveats informed by the recommendations of the Home Affairs Select Committee in 2016.

HCA uses the IHRA working definition as a contextual aid to support the recognition and understanding of antisemitism. It does not operate as a freestanding disciplinary code and does not replace the College's existing policies, procedures or legal duties.

For clarification, HCA shares the view that it is not antisemitic 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 antisemitic intent. It is not antisemitic to propose alternative concepts of statehood (for instance proposals of shared statehood or challenging the concept and value of "statehood") without additional evidence to suggest antisemitic intent.

Antisemitism can be expressed in speech, writing, visual form and action, and employs sinister stereotypes and negative character traits towards the Jewish community or towards anyone perceived to be Jewish or linked to Jewish people.

Antisemitic acts are criminal when they are so defined by law (for example, denial of the Holocaust or distribution of antisemitic materials in some countries).

Criminal acts are antisemitic when the targets of attacks, whether they are people or property – such as buildings, schools, places of worship and cemeteries – are selected because they are, or are perceived to be, Jewish or linked to Jewish people.

Antisemitic discrimination is the denial to Jewish people of opportunities or services available to others and is illegal in many countries.

HCA's adoption of this definition does not supersede the college's Equality, Diversity and Inclusion Policy or affect the college's commitment to freedom of thought and expression, as stated in the college's Freedom of Speech Code of Practice.