

HOW TO TAKE A STAND AGAINST ANTISEMITISM AND SUPPORT RESOURCES

A Guide for CEGEP and University Students and Their Parents in the Jewish Community

Dear students and concerned parents,

We know that these are trying times for everyone, especially for our students who are experiencing increasing incidences of antisemitism. It is critical for all students and their parents to know that there are policies, codes of conduct and mechanisms in place at each higher education institution to address hate incidents and promote a respectful

and inclusive atmosphere. Please refer to this guide to consult the policies in place for each University and CEGEP. If your school is not listed, please contact naomi.mazer@federationcja.org or refer to your school's website.

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MONTREAL INFORMATION AND RESOURCES

Laws and Regulations

- In Canada, there are laws that censor or limit freedom of expression, including speech that incites violence and hatred such as antisemitic hate propaganda. Sections 318 and 319 of the **Criminal Code** impose criminal sanctions against anyone who wilfully promotes genocide or incites hatred in public. See Hate Speech and Freedom of Expression: Legal Boundaries in Canada (parl.ca) and Code criminel (justice.gc.ca)
- Consult your CEGEP or University's Code of Conduct and policies in place to address hate and discrimination.

Safety and Security

- If you're on campus and there is a threat to your safety, first call 911 or your campus security. If the incident relates to your student life (whether on or off campus), contact your Hillel (avishai.infeld@federationcja.org) to support you in filing a complaint with your CEGEP or University, including an incident of a teacher acting inappropriately. See Appendix 1 for more info.
- If you're off campus and the incident happens in your personal life, first call 911 or the Montreal police at 514-393-1133 if there's a threat to your safety. Next call the Federation CJA Security 24/7 Hotline at 514-343-4343 and/or **record the incident here**.
- In all cases, it's important to document everything. If you discover antisemitic graffiti or posters, take a photo of the scene. If you see something online, take a screenshot. If you hear something inappropriate from a teacher in class, write it down.
- Community Security Network (CSN): CSN is the single point of contact for critical incident co-ordination, information and intelligence sharing as well as safety and security **training**. Federation CJA has a program in place to train volunteers (including hands on Krav Maga) to be extra eyes and ears around the community. Over 30 synagogues, schools, agencies and other institutions are part of Federation CJA's CSN. To get involved with CSN contact coby.dykler@federationcja.org.

General FAQs for students on campus: see Appendix 2. For "Dos and Don'ts" see Appendix 3.

Mental Health and Wellness Resources

- Each CEGEP and University campus offers mental health and wellness support for all its students. In addition, each Hillel on campus offers in person drop-in group and individual support for Jewish students. Consult the below grid for more information.
- Ometz Hotline: contact Ometz for free mental health services 514-342-0000.
- **Talkspace:** students may access virtual therapy with licensed therapists through their website or mobile app (use discount code "HILLEL100" for \$100 off your first month (no expiration)).
- **Better Help:** receive 6 months of free therapy to those who are affected by the war in Israel
- **Letters to professors:** use this template letter to request accommodations in times of crisis.

MONTREAL INFORMATION AND RESOURCES

Resources to learn about Israel history and the current war

- Read, Listen, Follow, Participate: A list of resources from our Hillel Montreal team on Israel history and the current war [click here](#).
- CIJA: Follow [@cijainfo](#) [@cijaQC](#) on Instagram or visit [The Centre for Israel and Jewish Affairs website](#).
- Hillel International list of trusted news sources where you can find the latest updates about the Israel-Hamas war: [click here](#).

Advocacy and Taking Action Resources

- CIJA Toolkit and information for pro-Israel advocates: Read [Top 10 Things to Know and Share](#) and [International Law Briefing](#).
- CIJA newsletter updates: One of the best ways to get involved is to sign up for updates on the latest opportunities to take action. [Sign up here](#).
- Hillel fellowships: [Apply for Lev Israel Fellowship \(University\)](#) or [B'Yachad Cegep Fellowship \(Cegep\)](#) to gain advocacy tools.
- CJPAC: There are so many great ways of to get involved in politics! [Sign up here](#) or contact jwolfe@cjpac.ca and 514-887-3533 to learn more about what CJPAC does on campus through the fellowship program.
- [B'nai Birth Canada](#) letter-writing campaign to universities to take a stand.
- Read more on ["Taking a Stand Guidelines"](#) and [Media Guidance for Students - Google Docs](#).

KNOW YOUR RIGHTS

Antisemitism and hate have no place on campus. Consult the below grid to learn your school's policies, information on how to file a complaint and support resources in place for each University and CEGEP. Please remember to reach out to your Hillel representative on campus. By sharing incidents with us, we are able to provide support, identify patterns and trends, and ensure that colleges and universities are working to ensure that all students feel safe and included on campus. If you are the victim of an antisemitic incident on campus and there is any threat to your safety or that of your fellow students, first call 911 or

campus security. Then, make a complaint to the school. Each school has a procedure for filing a complaint. Inform yourself of the procedure. If you're not satisfied with what the school does, contact the school's Student Ombudsperson. The Ombudsperson is an independent person whose responsibilities include assisting students and investigating and giving an opinion on complaints made to the school. If, after exhausting all the above-mentioned avenues, you still feel like your case has not been dealt with, inform your Hillel professional to help escalate the matter through other channels.

HIGHER EDUCATION RESOURCES FOR STUDENTS

Name of Higher Education Institution	Policies, Regulations and Code of Conduct	How to file a complaint Process & Procedures	Key Contact Info	Mental Health Support	Jewish Life and Community Support
McGill	<p>University Policies and regulations</p> <p>McGill Code of Student Conduct and Disciplinary Procedures</p>	<p>Report form on Campus Report form on Campus</p> <p>Contact the Provost and Vice Principal (Academic) for incidents of academic misconduct.</p> <p>Contact the Deputy Provost (Student Life and Learning) for any incidents of harassment and abuse.</p> <p>Contact the Jewish Student Liaison for assistance in reaching the administration or community-specific concerns</p> <p>Contact the Ombudsperson if you need an external mediator.</p> <p>Faculty Reach out to your faculty for faculty specific concerns and challenges. Organization Chart - McGill University</p>	<p>Security on Campus General Inquiries: 514-398-4556 Emergencies: 514-398-3000</p> <p>Hillel McGill Campus Manager Guila Ezerzer guila.ezerzer@federationcja.org</p> <p>Provost and Vice Principal (Academic) Christopher Manfredi christopher.manfredi@mcgill.ca</p> <p>Deputy Provost (Student Life and Learning): Fabrice Labeau fabrice.labeau@mcgill.ca 514-398-3109</p> <p>Jewish Student Liaison Rachel Hatcher rachel.hatcher@mcgill.ca</p> <p>Ombudsperson Prof. Patricia Faison Hewlin ombudsperson@mcgill.ca 514-398-7059</p>	<p>Group Therapy Therapy Groups Student Wellness Hub - McGill University</p> <p>Keep Me Safe Keep.MeSafe is a service accessible 24/7 whenever you need to speak (or text) with a mental health professional for support.</p> <p>Student Counselling The Student Wellness Hub offers counselling services for students located in Montreal.</p>	<p>Chabad McGill @mcgillchabad 3429 Peel</p> <p>Le Plezl- Kosher food @leplezl 514-400-5147</p> <p>Am McGill @Am.mcgill</p> <p>McGill Chavurah @mcgillchavurah</p> <p>Jewish Law Students Association @jlsa_mcgill</p>

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Concordia	<p>Concordia Code of Conduct Includes the academic code of conduct, code of rights and responsibilities, and additional community standards.</p>	<p>Report an incident to Campus Safety and Prevention Services Incident report - Concordia University</p> <p>Contact the Dean of Students regarding advocating for student engagement and participation with Senior Administration, the Faculties and other offices.</p> <p>Contact Director for Office of Right and Responsibilities to discuss incidents of harassment and abuse of podium</p> <p>Ombudsperson Intake form ombuds@concordia.ca 514-848-2424, ext. 8658</p>	<p>Security on Campus Emergencies: 514-848-3717 dial 1 for emergency</p> <p>Hillel Concordia Campus Manager Ashley Skolnik ashley.skolnik@federationcja.org</p> <p>Leadership team resource Leadership team - Concordia University</p> <p>Dean of Students: Andrew Woodall andrew.woodall@concordia.ca 514-848-2424 ext.3520</p> <p>Director for Office of Right and Responsibilities Aisha Topsakal aisha.topsakal@concordia.ca 514-848-2424 ext. 2819</p>	<p>Counseling services Concordia offers counseling and psychological services including virtual and in-person appointments.</p> <p>Self help tools Self help tools are available for students including resource sheets, phone & text support, mental health appointments and additional resources in the community.</p>	<p>6058 Sherbrooke st W. Start up Nation @startupnation.ca</p> <p>Concordia club room 2020 Mackay P-205</p>

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UdeM	<p>Code of conduct Charte de l'Université</p> <p>View policies against harassment, discrimination and racism here and here</p>	<p>Incident Report Form Signalement d'un acte répréhensible (icotechnologies.com)</p> <p>Ombudsperson Intake form</p>	<p>Campus Security 514-343-7771</p> <p>Hillel Contact Judy Kremer judy.kremer@federationcja.org</p> <p>Daniel Jutras, Recteur recteur@umontreal.ca</p> <p>Bureau du respect de la personne 514 343-7020 respect@umontreal.ca respect@hec.ca</p> <p>Organizational chart https://secretariatgeneral.umontreal.ca/gouvernance/organigramme/</p>	<p>Psychology resources Therapy services</p> <p>Être bien Resources for students including meditation and yoga videos, helpline and additional self-help tools.</p>	<p>ChabadUdeM shlomo@chabaduniversi- tedemontreal.com</p> <p>Association des étudiants juifs en droit @aejd.udem aejd.udem@gmail.com</p>
UQAM	<p>Code of conduct Charte des droits et responsabilité des étudiantes et des étudiants</p>	<p>University protector/ Ombudsperson protectriceuniversitaire@uqam.ca 514-987-3151</p>	<p>Campus Security 514-987-3131</p> <p>Hillel Contact Judy Kremer judy.kremer@federationcja.org Stéphane Pallage, Recteur rectorat@uqam.ca</p>	<p>Soutien Psychologique 514-987-3186 https://portailétudiant.uqam.ca/soutienpsycho/consultation-individuelle/</p>	<p>ChabadUdeM shlomo@chabaduniversi- tedemontreal.com</p>

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<p>Vanier</p>	<p>Vanier's code of conduct</p>	<p>Student Advocates Will explain the appropriate steps to take and where to go regarding complaints involving faculty and staff</p> <p>Academic Dean Can also be contacted in cases of academic misconduct</p> <p>Whistleblower Intake form</p>	<p>Security on Campus 514-744-7575 security@vaniercollege.qc.ca</p> <p>Hillel CEGEP Campus Manager Rachel Merovitz rachel.merovitz@federationcja.org</p> <p>Student advocates studentadvocacy@vaniercollege.qc.ca</p> <p>Academic Dean Sandrina Joseph</p>	<p>Access through Student care</p>	<p>Chabad Rabbi Choni rabbichoni@thechai.com</p>

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<p>Marianopolis</p>	<p>Marianopolis School Policies</p>	<p>Academic Dean Can be contacted in cases of academic misconduct</p> <p>Office of the Associate Dean Contact regarding advocating for student engagement and participation and discuss incidents of harassment and abuse of podium</p>	<p>Security on campus Dial extension 303 on campus to report an emergency</p> <p>Hillel CEGEP Campus Manager Rachel Merovitz rachel.merovitz@federationcja.org</p> <p>Academic Dean Eric Lozowy e.lozowy@marianopolis.edu</p> <p>Office of Associate Academic Dean Maria Elena Abraham Contact through MIO</p>	<p>Students can book an appointment to meet a member of Counselling Services by sending a MIO to</p> <p>Josie Cavaliere Student Affairs Technician j.cavaliere@marianopolis.edu</p> <p>Joelle Elbaz Psychologist at Marianopolis j.elbaz@marianopolis.edu</p>	<p>Chabad Rabbi Shimon Partouche</p>

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<p>John Abbott</p>	<p>John Abbott's Official documents Including by-laws and policies</p>	<p>Academic Dean Contact regarding cases of academic misconduct and harassment</p>	<p>Academic Dean Teresa Berghello teresa.berghello@johnabbott.qc.ca</p> <p>Security on Campus 514-457-6610 ext.6911 security@johnabbott.qc.ca</p> <p>Hillel CEGEP Campus Manager Rachel Merovitz rachel.merovitz@federationcja.org</p>	<p>Counseling services counselling@johnabbott.qc.ca</p> <p>Harassment Resource Persons are available to support the John Abbott community in situations of psychological harassment, abuse of power, and/or violence. Send MIO to Harassment Resource People harassment.resource@johnabbott.qc.ca</p> <p>Call the Harassment Support Line 514-457-6610 ext. 5577</p>	<p>Chabad Rabbi David Lazar rockingrabbi@gmail.com @rockingrabbi</p>

HIGHER EDUCATION RESOURCES FOR STUDENTS

Name of Higher Education Institution	Policies, Regulations and Code of Conduct	How to file a complaint Process & Procedures	Key Contact Info	Mental Health Support	Jewish Life and Community Support
<p>Dawson</p>	<p>Dawson's code of conduct</p>	<p>Academic Dean Leanne Bennett: contact regarding cases of academic misconduct and harassment</p> <p>Dawson Ombudsperson Will guide and assist on complaints involving faculty and staff</p>	<p>Security on Campus 514-931-8731 security@dawsoncollege.qc.ca</p> <p>Hillel CEGEP Campus Manager Rachel Merovitz rachel.merovitz@federationcja.org</p> <p>Academic Dean Leanne Bennett academicdean@dawsoncollege.qc.ca</p> <p>Ombudsperon ombudsperson@dawsoncollege.qc.ca</p> <p>Online Report form https://myintranet3.dawsoncollege.qc.ca/ombudsperson</p>	<p>Dawson Student Assistance Program App: My SSP Phone number: 844-451-9700</p>	<p>Chabad of Westmount Rabbi Ariel Stern 4 Westmount Square rabbiariel@chabadwestmount.com</p>

WHAT TO DO

IF AN ANTISEMITIC INCIDENT HAPPENS ON CAMPUS

and poses a threat to your safety,
immediately call 911 or Campus Security.
Follow the steps below



However, if there is **no immediate threat to your safety,**
Follow the steps below

Document it



1

Contact Hillel –
avishai.infeld@federationcja.org
to support you in filing a
complaint with your
CEGEP and University

2

If the issue
still persists,
**contact your
ombudsperson**



3

If you're still not
satisfied, inform
Hillel to escalate
the matter

4

FREQUENTLY ASKED QUESTIONS FOR STUDENTS ON CAMPUS

1. What do I do if a teacher abuses their podium to promote hate in their classroom, on campus or on social media?

Make a complaint to your CEGEP or University. It's important to document everything. If you hear something inappropriate from a teacher in class, write it down. Consult your school's code of conduct and inform yourself of the procedure for filing a complaint. (For convenience, links to these documents are outlined in this guide for each campus). If you're not satisfied with what the school does, contact the school's Student Ombudsperson and the Dean of Students. The Ombudsperson is an independent person whose responsibilities include assisting students and investigating and giving an opinion on complaints made to the school. Hillel can assist you in this process so feel free to reach out.

2. What to do if you see Jewish/pro-Israel posters or content being removed on campus?

Don't engage. Take photos if possible and notify campus security. Then contact Hillel (avishai.infeld@federationcja.org).

3. What to do if you see hateful flyers on campus?

It's important to document everything. If you discover antisemitic graffiti or posters, take a photo of the scene. If you see something online, take a screenshot. Then, report to campus security to assess if permission was given, and if contentious then demand they be taken down.

4. Is it safe to wear my religious symbol (kippa, Magen David) on campus?

At this time, the best intelligence according to SPVM, and CSN is that there is no specific known threat to our community so don't change your behaviours; however, we know that during heightened times, these types of events on campus may escalate or change quickly and would advise that you stay aware and vigilant and do what makes you feel comfortable.

5. I'm organizing an event for Jewish students. How can I ensure we're safe?

If the event is taking place on campus, contact your campus security to advise them and contact Hillel Montreal to help coordinate private security and volunteers, if needed.

6. What do I do if I'm harassed on campus?

If there is threat to your safety, Call 911 immediately. Otherwise report to campus security. Then contact Hillel to assist you in filing a complaint. Consult our guide for more info.

7. What do I do if a news reporter approaches me?

You do not need to say yes to an interview. If you don't want to go on record, refer the reporter to a Hillel professional. If you do agree to be interviewed, remember that you represent your community. Speak with respect and care. Pick 3 messages and stick to them. For more info on best practices and recommended messaging consult our Student Media Guide. If you are a student leader or community professional and interested in advocacy media training, please contact naomi.mazer@federationcja.org.

DOS AND DON'TS OF DEALING WITH AN ANTISEMITIC INCIDENT

- **DO call campus security or 911** immediately if there is any threat to your safety or that of your fellow students.
 - **DO report the incident** to a campus authority through your campus's incident reporting system. Even if campus security determines that the action was not illegal, you are ensuring that some type of follow-up will take place. Also report the incident to your local campus Hillel staff. By sharing incidents with us, you enable national organizations that track antisemitism to provide support, identify patterns and trends, and confirm that CEGEP and universities are working to ensure that all students feel safe and included on campus.
 - **DO document the incident.** If you discover antisemitic graffiti or posters, take a photo of the scene. If you see something online, take a screenshot. Try to understand if the perpetrator of the incident was a student or faculty or someone from off campus. That will make a difference in how campus security and the administration respond to the matter.
 - **DO ask your university administration to issue a statement** about what happened, explicitly condemning the antisemitism. In most cases, they will do so without being asked. If no statement has been issued, organize a group of students and faculty to make this request. A strong statement that specifically names the action as antisemitism goes a long way toward making it clear that the school will not tolerate acts of hate.
 - **DO make sure your university trains staff** (campus security staff, residence life advisors, administrators and Diversity, Equity and Inclusion professionals) and campus leaders (student government and others) on how to recognize antisemitism and how it can be exhibited on campus – including through some anti-Israel activity. Hillel can be helpful in advising your university and conducting appropriate training.
 - **DON'T use hateful language to respond.** Your goal should be to show why bias is hurtful, not to even the score. Sharing the impact of your lived experiences with antisemitism is powerful.
 - **DON'T take matters into your own hands.** If someone puts up antisemitic fliers, for example, do not remove them without approval from your university. DO take photos of the fliers as evidence.
 - **DON'T give up.** Change can be slow and requires sustained effort. There may be setbacks along the way, but perseverance can help create a safer and more equitable educational experience for yourself, your fellow students and future cohorts for years to come.
- Remember, you are NEVER alone.**