



**WORKPLACE TOOLKIT:**  
**NAVIGATING THE HAMAS ATTACKS +**  
**SUPPORTING YOUR JEWISH EMPLOYEES**

# BACKGROUND

Since the 2018 Tree of Life Synagogue shooting, there has been a dramatic rise in hate crimes, especially against Jews.



## Did you know?

**63%** of religious hate crimes are motivated by antisemitism—targeting a group that makes up just 2.4% of the Jewish population.

## October 7, 2023

On October 7, an unprecedented terrorist attack was launched by Hamas against the State of Israel. Over 1400 civilians - men, women, children and elderly - were slaughtered.

To put this attack into perspective, **more Jews were killed on October 7 than any other single day since the Holocaust.**

**SINCE OCTOBER 7  
ANTISEMITISM &  
ATTACKS ON JEWS  
HAVE SKYROCKETED**

**Jew-hating protests erupted all over the world:** London, Russia, Chicago and all over college campuses.

**388%**



in reported incidents of antisemitic harassment, vandalism and assault compared to this time last year.



The security of the Jewish community affects our entire **Columbus community**

# WHAT YOU CAN DO

First and foremost, it's important to remember that this is not about politics, this is about people. Many Jewish employees are experiencing grief and trauma, and the way you discuss this subject and ensure their safety is paramount at this time. [Steps your workplace can take:](#)

**Voice your support:** Share a message of support internally and/or externally from organization leadership (see examples below).

**Support Jewish employees:** Create a safe space for impacted employees to gather and get support from one another. Allow for appropriate use of bereavement leave, or similar PTO policies. Take the [Workplace Pledge](#) to fight antisemitism.

**Educate:** Create a mechanism for employees to learn more from trusted resources (see selection below). Research the topic at hand so that the onus of education does not fall on the community that needs support.

**Uphold policies:** Ensure that you are meeting your legal obligations to protect all employees from harassment and/or discrimination (see additional information below).

**Listen:** It's ok to acknowledge that you don't have all (or any) of the answers. Listening is a powerful tool to create a supportive environment



# WHAT YOU CAN DO

**Support a secure community:** United Way has partnered with JewishColumbus to support efforts to combat the rising antisemitic threats to our local community. Employees of companies running workplace United Way campaigns can contribute to JewishColumbus's security efforts. **100% of employee donations** will go directly towards keeping Jewish schools, synagogues and agencies safe. **We would be honored if you would consider making your United Way corporate donation to JewishColumbus.**

**A safer Jewish community is a safer Columbus community, and we are grateful to live in a community that cares.**

If you are interested in promoting this message within your workplace, please contact Mary Birchard at [mary.birchard@uwcentralohio.org](mailto:mary.birchard@uwcentralohio.org).



**About JewishColumbus:** JewishColumbus is the largest funder of Jewish programs in central Ohio. We help support the Jewish and general community in Columbus and across the globe, fund educational and recreational programs and fight antisemitism. Following the 2018 Tree of Life Synagogue shooting and the dramatic rise in hate crimes, especially against Jews; keeping our Columbus area communities safe has become the most important thing we do. This is why we need your help – so we may continue to fund security for our schools, agencies and the greater Columbus community.



# KEY FACTS

- Hamas is an internationally recognized terrorist organization funded by Iran. Its charter expressly calls for the destruction of the State of Israel.
- The unprovoked attack was largely on civilians, including a music festival where over 260 attendees were murdered. Hamas has taken over 200 civilian hostages and is threatening to execute them unless Israel stops its military response.
- Previous violence in Israel has been linked to a [sharp increase](#) in antisemitism in the United States.
- ADL reported that 2022 marked the [highest level](#) of antisemitic incidents in the US since they began tracking in 1979.

# EXAMPLE STATEMENTS OF SUPPORT

Statement from [House Minority Leader Hakeem Jeffries](#)

Statement by [NBA and NBPA](#)

Statement by [NFL](#)

Statement by [MLB](#)

[JPMorgan CEO Jamie Dimon](#) pledges “support for the people of Israel” in Internal memo

[Jeffries Financial Group](#) press release

[Pfizer CEO Albert Bourla](#) statement

Joint Statement from [US Civil Rights Organizations](#)



# EMPLOYER LEGAL RESPONSIBILITIES

[The Louis D. Brandeis Center for Human Rights Under Law](#) serves as a resource on the various laws and regulations on workplace discrimination that protect Jews based on their religious beliefs and their ethnicity. This includes protection against discrimination targeting the deep religious and ethnic connection to the modern state of Israel, which is an essential element of Jewish identity for many Jews. Current or former Israeli citizens are additionally protected from national origin discrimination.

Employers should be guided by the [Working Definition of Antisemitism](#) developed by the International Holocaust Remembrance Alliance, which was recognized in the recently released [U.S. National Strategy to Counter Antisemitism](#). Employers are responsible for protecting their Jewish employees from anti-Zionist rhetoric/conduct and affording their Jewish employees the same opportunities offered to employees of other ethnic identities to come together as an employee resource or affinity group, access crisis counseling and other assistance, and receive public expressions of support during traumatic public events.





**FOR MORE INFORMATION AND  
RESOURCES, PLEASE VISIT  
OUR WEBSITE**