

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

BACKGROUND

On Saturday, October 7, an unprecedented terrorist attack was launched by Hamas against the State of Israel. Since the assault began, these devastating acts of terror and violence have killed more than 1,400 Israelis, wounded over 2,600 others, and led to the kidnapping of nearly 200 Israelis by Hamas - including women and children. To put this attack into perspective, more Jews were killed on October 7 than any other single day since the Holocaust. The impacts of these horrific acts have been felt around the globe. Leaders around the world have condemned Hamas's unprovoked action and continued to support the right of Israel — the U.S.'s friend and closest ally in the Middle East — to defend herself. These attacks have also led to the reopening of wounds, fresh trauma, and deepened prolonged fear for Jewish people in the United States. Shine A Light compiled these suggestions of ways you can create space for Jewish employees who may need support.

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.

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.

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 150 civilians hostage 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](#)

WORKPLACE RESOURCES

WORKPLACE RESOURCES ON THE HAMAS ATTACKS

[ADL Resources and Statements](#)

[AJC Resources and Statement Templates](#)

WORKPLACE RESOURCES ON ANTISEMITISM

Organizations that provide trainings:

[ADL](#) (contact ADL)

[AJC](#) (contact AJC)

[Project Shema](#) (contact Project Shema)

On-demand trainings:

[Antisemitism 101 for the Workplace](#): free online training module from ADL

[Talking About Antisemitism](#): free 14-minute video by Cornerstone OnDemand along with a Black Lives Matter video and an Anti-Asian Stereotypes video

Additional Workplace Resources

[Brandeis Center Legal Guidance](#)

[Shine A Light Speakers Bureau](#) ([reach out](#) for guidance on selecting a speaker)

[Shine A Light Workplace Page](#) ([reach out](#) to participate in [Shine A Light 2023](#))

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 **WORKPLACE RESOURCES**
AND INFORMATION ON **SHINE A LIGHT:**
SHINEALIGHTON.COM