



January 16, 2024

Anthony Housefather

Member of Parliament for Mount Royal

David Lametti

Member of Parliament for LaSalle—Émard—Verdun

Ben Carr

Member of Parliament for Winnipeg South Centre

Marco Mendicino

Member of Parliament for Eglinton—Lawrence

Anna Gaaney

Member of Parliament for Notre-Dame-de-Grâce-Westmount

Dear Members of Parliament,

The following answers each of your questions, which I appreciate that you ask in a spirit of sincere concern for your constituents and Jewish students across Canada. Please know that the University of Manitoba is committed to supporting a safe campus environment for all of our diverse students, faculty and staff.

I would also stress that we have taken great care to maintain a respectful work and learning environment. Universities have extensive experience in providing environments that support learning even through times of conflict by encouraging critical thinking and respectful dialogue. I believe we all share the goal of ensuring that we not lose sight of our common humanity in this conflict, or any future conflicts.

(1) Is a call for genocide against the Jewish people, or the elimination of the State of Israel, a violation of your university's code of conduct?

To be clear, a call on UM campuses for genocide of Jewish people or of any group of people is unacceptable and would be a violation of our [Respectful Work and Learning Environment policy](#). It is also a breach of [the Manitoba Human Rights Code](#) and we would engage authorities to investigate as [Hate Speech under the Canadian Criminal Code](#). The call for the elimination of the State of Israel, or any other state, can reasonably be interpreted as a call for violence against the people within that state and as such would constitute a violation of our policies.

(2) What additional steps have you taken to protect Jewish students on your campus since October 7?

Immediately following the terrorist attack on Oct. 7, the university implemented a comprehensive safety and security plan to help ensure everyone feels and is safe on our campuses. We continue to encourage anyone on campus concerned for their safety or who has reason to be concerned for the safety of others, to [contact Security Services](#). Security Services has also offered additional protections by monitoring vigils and any known student events, and has increased their presence at Jewish and Muslim spaces. As required, we are removing inflammatory or racist posters, have strongly

denunciated the distribution of hateful propaganda on our campuses, and have submitted materials to local authorities.

University administrators are also meeting with Jewish students, either at their request or proactively, to listen to their experiences, offer resources and ensure they are aware of all available supports and action.

Additionally, we are encouraging anyone who needs to talk or seek support to reach out to our counseling services, which are available to all [students](#) and [employees](#).

(3) Will you commit to review your existing code of conduct to ensure that proper policies are in place to deal with antisemitism on campus?

The university is confident in the effectiveness of our current policies, however, we are committed to regular review and will pursue improvements as required. Currently, our anti-racism task force and Office of Equity Transformation are looking at all policies to ensure everyone in the UM community is protected and feels welcomed, represented and safe on all our campuses.

(4) Will you commit to ensure that student associations, school newspapers and groups recognized by the university have proper measures in place to prevent them from becoming hostile environments for your Jewish students?

University leadership have met several times with student associations and students on campus and community groups to discuss the expectation that all campus activity aligns with UM's Respectful Work and Learning Environment policy. Our policies are clear that student associations and groups recognized by the university, as well as all spaces on campus, must be safe and welcoming to students of all backgrounds.

(5) Will you be taking steps to also ensure that your Jewish faculty members and staff feel safe on campus?

Certainly. UM is committed to ensuring all faculty and staff feel safe on campus. Please refer to the information provided in the answer to question two.

Sincerely,



Michael Benarroch, Ph.D.
President and Vice-Chancellor

cc: Chad Gaffield OC PhD FRSC; Chief Executive Officer, U15 Canada