

DIVERSITY MANAGEMENT AT THE HEBREW UNIVERSITY OF JERUSALEM

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Student body of great diversity

Diversity of nationality, religion, political and social views,

24,000 students

- Jewish
- Arab - Moslem, Christian, Druze
- Foreign students from around the world - America, Europe, South America, Russia, and more countries

Legal framework

The Hebrew University is an institution established according to the Law of the Council of Higher Education

70% of the budget of the University is provided by the Government

The University is a body of “dual essence”- public and private

As a public institution

- The University is obligated to carry out its activities according to the principles of: **equality, fairness, transparency.**
- Nondiscrimination on grounds of nationality, gender, religion, personal status, political affiliation
- Freedom of speech on the campus

The Students Rights Act of 2008



Provisions

- ❑ Equal opportunity for all citizens or residents to enroll in Institutions of Higher learning
- ❑ Students have a right to freedom of speech and a right to express opinions
- ❑ Freedom to organize activities and demonstrations on any issue or subject according to the rules set out by the Learning Institution

Student Cells

40 registered student cells at HUJ

(political, social, religious)

All activities must be conducted through student cells registered at the Dean of Students Office

- Cells range in political views from the extreme right to the extreme left
- 30 students are entitled to register a student cell.
- cells may advocate anything and engage in any non-commercial activity not prohibited by law

Legal aspects of campus activities

Legal limits of freedom of speech and freedom of activities

The University has the right to control time and place of activities

All activities must be scheduled and approved ahead of time

Legal limits: Incitement to racism, Incitement to riot, slander, offence to religious sensitivities, advocating terrorism, supporting terrorist groups

Diversity Management in a democratic liberal framework

Dilemmas and solutions

- Israel Independence Day / Yom Ha-Nakba ("Palestinian exodus")
- Lecture by the sheikh Raed Salah
- Traditional dress - Burka / Hijab
- Poster depicting Foreign minister as fascist
- Political activities in a medical campus?
- Screening of the movie "Jenin, Jenin" slander or freedom of speech?
- "Naked parade" in Mt. Scopus

Picture from “Land Day”
demonstrations



Special adaptations required by Law

- Institutions must make adaptations to students on reserve duty in the Israeli Defense Forces
- Institutions must make adaptations for students during pregnancy, maternity leave, or fertility treatment
 - copies of lectures
 - additional exam periods
 - special extensions

Physical, mental and Learning Disabilities



- Institutions are obliged by Law to make suitable adaptations to students suffering from disabilities unless the disability is such that that it is not reasonable feasible
 - ▣ University center for the Blind.
 - ▣ Unit for students with learning disabilities.

- Exceptions: heavy financial burden on the Institution



Any Questions ?