



October 9, 2026

Chancellor Gary S. May
University of California, Davis
One Shields Avenue
Davis, CA 95616

Re: Protecting UC Davis employees from harassment and intimidation at work: the events of October 7, 2026

Dear Chancellor May,

The Northern California Jewish Labor Committee (NCJLC) writes on behalf of the Jewish workers in our community, including UC Davis faculty and staff, about the events on your campus on October 7, 2026. JLC enables the Jewish community and the trade union movement to work together on important issues of concern in pursuit of our shared commitment to economic and social justice. We are composed of local labor activists and rank-and-file union members, and we approach this as labor organizations approach any threat to workers: every employee has the right to a workplace free from discrimination, harassment, and intimidation. On October 7, the University did not protect that right for its Jewish employees.

According to reports from UC Davis employees and members of the Jewish Culture, Heritage, and Identity Association (JCHAI), the University's Jewish employee resource group reserved and paid for the Memorial Union patio weeks in advance for a Sukkot gathering, that was slated to take place on October 7th, 2026. On the anniversary of the deadliest day for Jews since the Holocaust, protesters occupied that reserved space and disrupted the gathering. Many were masked, and they used amplified sound that does not appear to have been authorized. Employees report hearing chants of "We love Hamas" and "There is only one solution, Intifada Revolution." Protesters carried printed signs commemorating the "Al-Aqsa Flood," Hamas's name for the October 7 massacre, with rifles, crossed swords, and the slogans "Glory to the resistance" and "Glory to the martyrs" (see below). The protest then moved to the Student Community Center, where employees report that amplified-sound violations and intimidation of Jewish and Israeli faculty, staff, and students continued. That same morning, a Jewish fraternity house was vandalized.

Police and senior administrators were present throughout. Employees report that no meaningful action was taken to restore their access to the reserved space or to stop conduct that plainly violated University time, place, and manner rules.

We want to be precise about what we are asking. We are not asking the University to punish political speech, however repugnant we find the celebration of the murder of Jews. We are asking the University to meet its obligations as an employer. Those obligations are clear:

- **Third-party harassment.** Under the Fair Employment and Housing Act, an employer may be liable for harassment of its employees by non-employees when it knows or should have known of the conduct and fails to take immediate and appropriate corrective action (Gov. Code § 12940(j)(1)). Here, University officials were on site and watched it happen.
- **Prevention.** Employers must take all reasonable steps to prevent discrimination and harassment (Gov. Code § 12940(k)). The disruption of a Jewish employee group's religious gathering on October 7 was not merely foreseeable; the Revolutionary Student Organization publicly announced in advance that it would protest at the same time as the JCHAI event. The University had notice and failed to act.
- **Workplace violence prevention.** Labor Code § 6401.9 requires employers to maintain workplace violence prevention plans that address threats as well as physical violence, and to document incidents. Imagery glorifying armed attacks on Jews, carried into an event of Jewish employees, should be evaluated under that plan.
- **The University's own rules.** UC Davis policy prohibits disrupting events in reserved space, using amplified sound without a permit, and concealing one's identity while violating University policy. These are viewpoint-neutral rules. Enforcing them requires no judgment about anyone's politics.

Our position on accountability is straightforward. If the people who disrupted this event and intimidated employees were students, they must be held accountable through the student conduct process, as any student who disrupted a reserved event would be. If they were outside agitators with no University affiliation, campus police must take the steps available to them to remove them, exclude them from campus, and protect University employees. In either case, a University employee should not have to choose between practicing their faith with colleagues and feeling safe at work.

We therefore ask the University to:

1. Conduct a formal investigation of the October 7 events, including whether the amplified sound was permitted, and refer identified students to the student conduct process.
2. Explain in writing what instructions were given to police and administrators on site, and why employees' access to their reserved space was not protected.
3. Review the incident under the campus workplace violence prevention plan and document it as that plan requires.
4. Commit to concrete protections for future JCHAI and other employee resource group events. This should include a clear protocol for how police and staff will respond when a reservation is disrupted.
5. Issue clear guidance to employees on how to recognize and report antisemitic harassment, which JCHAI members have requested for nearly a year without a response.
6. Meet with JCHAI members and NCJLC to hear directly from affected employees and to report on the actions taken.

The labor movement learned long ago that rights left unenforced are not rights at all. The University has written strong policies on harassment, workplace safety, and free expression. On October 7, its Jewish employees needed those policies enforced, and they were not. We ask for a written response within 30 days.

Sincerely,

Matt Broad

Vice President & Treasurer, Northern California Jewish Labor Committee

Susan Kitchell

Executive Vice President, Northern California Jewish Labor Committee

Sue Kahn

President, Northern California Jewish Labor Committee

cc: Office of the President, University of California

UC Davis Office for Equity, Diversity, and Inclusion

UC Davis Harassment and Discrimination Assistance and Prevention Program

UC Davis Police Department

