



CENTER FOR COMBATING
ANTISEMITISM

JCRC
of GREATER BOSTON

A group of people are gathered in a meeting room. In the center, a woman with long brown hair, wearing a white blazer and a blue lanyard with the CJP logo, is seated and gesturing with her hands as if speaking. Behind her stand two other women, one in a black top and one in a maroon top, both also wearing blue lanyards. To the left, a man in a grey sweater is partially visible, looking towards the woman in the white blazer. In the foreground, the back of a person with long, wavy grey hair is visible. The room has large windows in the background, showing an outdoor view.

**Massachusetts Special Commission on Combating
Antisemitism (MSCCA) Selected Recommendations
for Workplaces**

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STAND UP
TO JEWISH
HATE

Background on the Commission

In November 2025, the [Massachusetts Special Commission on Combatting Antisemitism \(MSCCA\)](#) released its [Final Report](#) following more than a year of public hearings, expert testimony, and deliberation. The Report's recommendations, endorsed by the Governor, the legislature, Massachusetts Commission Against Discrimination (MCAD) and other state institutions, offer a roadmap for addressing antisemitism in various sectors including in the workplace to respond to rising antisemitism across the Commonwealth. [The full report can be accessed here.](#)

Endorsed by the governor, the legislature, and other state institutions, this document highlights a selection of recommendations from the Workplace section of the Final Report that are most relevant to employers, professional associations, healthcare systems, and academic and research institutions. While some of the recommendations are specific to addressing antisemitism, many can be applied more broadly to address bias of any form and promote more inclusive workplaces for all. Outlined below are steps to implement the recommendations.

Please note: The recommendations highlighted below are only a small selection of those made to workplace leaders in the full report. We encourage you to review the full [Workplace section](#) of the final report found on pages 50–54.



Key recommendations for workplaces

Bold text indicated direct language from the Massachusetts Special Commission on Combatting Antisemitism Report.

1

State agencies and private employers should incorporate education on antisemitism into broader workplace diversity, equity, inclusion, and anti-discrimination efforts, and ensure that workplace anti-discrimination and harassment policies explicitly cover antisemitism and are enforced consistently.

The Commission finds that many employers lack sufficient understanding of contemporary antisemitism and how it appears in professional settings. Training that does not name antisemitism directly, or policies that do not reference it explicitly, leave gaps in both recognition and enforcement. Employers should integrate education on antisemitism into existing training structures and ensure that workplace policies clearly identify antisemitism as prohibited conduct. Policies should be applied consistently and communicated clearly, so employees and employers understand both expectations and protections.

2

State agencies and private employers should support the creation of and formally recognize Jewish Employee Resource Groups or affinity groups, including those focused on Jewish identity, where appropriate.

The Commission explicitly recognizes Employee Resource Groups (ERGs) as an important mechanism for connection, education, and belonging. Jewish ERGs provide space for employees across all levels to support one another, share experiences, and engage colleagues constructively, particularly during periods of heightened antisemitism. Formal recognition and promotion by employers signal institutional support and helps ensure that ERGs are integrated into workplace culture rather than operating informally or at the margins.

3

Employers should respond clearly and appropriately to antisemitic incidents in the workplace and ensure employees have confidence in reporting mechanisms.

The Commission documents that antisemitic incidents in workplaces are frequently minimized or handled inconsistently, particularly when they fall short of legal thresholds. A lack of response can compound harm and discourage reporting. Employers should establish clear procedures for addressing antisemitic conduct, communicate responses in a timely manner when appropriate, and ensure that reporting channels are accessible and trusted. Employees must have confidence that concerns will be taken seriously and addressed without retaliation.

4

Public and private employers should be encouraged to recognize and celebrate Jewish American Heritage Month as part of workplace inclusion efforts.

The Commission identifies Jewish American Heritage Month as an annual opportunity for education, visibility, and inclusion in professional settings. Recognition of Jewish history and contributions helps counter the isolation many Jewish employees report and reinforces that Jewish identity belongs in the workplace. This recommendation focuses on normalization and inclusion within existing workplace practices; not symbolic gestures disconnected from broader institutional responsibility.



A note to employers

Creating safe, inclusive workplaces is not only a question of values but is also foundational to the economic vitality and civic strength of the Commonwealth. Employers across Massachusetts rely on talented, diverse workforces to innovate, serve, and grow. When people can show up safely and fully at work, organizations are stronger, more resilient, and better positioned to succeed.

The Commission's workplace recommendations reflect this broader responsibility. Antisemitism, like other forms of bias and harassment, undermines trust, morale, and retention, and it does not resolve itself through silence or general statements of principle. Addressing it requires clarity, consistent policies, and leadership willing to act when issues arise.

Too often, Jewish employees are asked, implicitly or explicitly, to absorb harm quietly, to educate colleagues, or to weigh the personal risk of reporting concerns. When antisemitism is left unnamed or responses are inconsistent, the cost is shifted from institutions onto individuals.

These recommendations offer employers a clear path forward: establish explicit standards, support belonging, enforce policies consistently, and respond with seriousness and care. Doing so strengthens workplace culture for everyone while signaling that Jewish employees, and all employees, do not stand alone. Please reach out to CJP's Center for Combating Antisemitism at cca-info@cjp.org for questions and/or partnership opportunities to implement the recommendations.



