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The Faculty Senate of the University of Arizona, condemns, abjures, and is dedicated in principle and practice to nonviolently combatting all forms of identity-targeting hateful aggression, harassment, intimidation, supremacism, and discrimination on our campus.

In this moment of turmoil in the world and on college campuses around the country, we have a particular and heightened obligation to be vigilant and proactive about recognizing, discouraging, reframing, deescalating, and - when appropriate - reporting to the Threat Assessment Team (TAMT) all Middle Eastern conflict related aggressions - specifically but not exclusively antisemitic, islamophobic, and anti-palestinian harassment.

As faculty and community members, we urge a campus culture of

- respectful engagement across difference,
- centering critiques of structures, actions, and ideologies rather than attacks on individuals, groups, or identities,
- civil discussion and debate,
- precision of expression,
- inclusive pedagogy,
- evidence-based inquiry,
- deescalation and deconfliction,
- neighborly respect, compassion and reciprocity across differences.

The exercise of protected first amendment rights of religion, speech, press, assembly, and petition on our campus and of academic freedom in the classroom will at times make community members uncomfortable. That is the nature of education. While students and others should never be required to endure unwelcome or non-consensual conversations or demonstrations, and should never be punished for withdrawing from situations that create discomfort, they cannot be systematically protected from intellectual or even emotional discomfort by this public state institution without encroaching on our shared core values.

For that reason, it behooves each faculty member, and indeed all members of the community, to exercise mature judgment, model tolerance and civility, practice measured and precise speech, refrain from personal attacks, recognize, deescalate, and report when members of our community are targeted for who they are or who someone assumes them to be or when passion crosses the line into hateful intimidation or hate speech.