

## **Free Speech Guidelines for Employees**

### **Guidance Regarding Free Speech on Campus**

In response to Executive Order GA-44 issued by Governor Greg Abbott, Paris Junior College reaffirms its commitment to fostering a safe and accessible campus environment for students, faculty and staff. PJC condemns all forms of antisemitism, which is defined by the State of Texas in Section 448.001 of the Texas Government Code.

"Antisemitism" means a certain perception of Jews that may be expressed as hatred toward Jews. The term includes rhetorical and physical acts of antisemitism directed toward Jewish or non-Jewish individuals or their property or toward Jewish community institutions and religious facilities. Examples of antisemitism are included with the International Holocaust Remembrance Alliance's "Working Definition of Antisemitism" adopted on May 26, 2016.

PJC upholds the values of respect, tolerance and academic freedom.

As directed by the Executive Order, our institution has established these guidelines to address the rise of antisemitic speech and actions on university campuses. PJC enforces this policy diligently to ensure that all students, faculty, and staff feel secure in expressing their views while upholding the standards of respectful discourse. Acts of antisemitism can and will lead to appropriate disciplinary action up to and including termination of employment.