

Module Two

Workplace Case Study

Case Details

Levi and Eric work together at a small computer tech firm (30 employees). They on the occasional project together but don't know each other well and don't socialize after work. Levi shares a post condemning calls for genocide of Jews related to the Palestine/Israel conflict (see photos). Erik, a supporter of the Free Palestine movement, responds to Levi via direct message, saying any violence is justified against "Zionists" who support the current actions by the state of Israel.

Levi engages in a conversation with Eric on the topic. The conversation goes on for pages, with Eric arguing violence is justified against any Jew, anywhere, who supports a Zionist perspective. Levi brings the concern to the company's HR director, sharing that he feels unsafe.

Eric: "It just reads as deeply unsettling when the majority of your posts are about some theoretical genocide that nobody but wacko extremist have even mentioned, while there is a real genocide actually happening. There are real people dying. Even in America, Palestinians are getting shot"

Levi: "Speaking up shouldn't include violent threats."

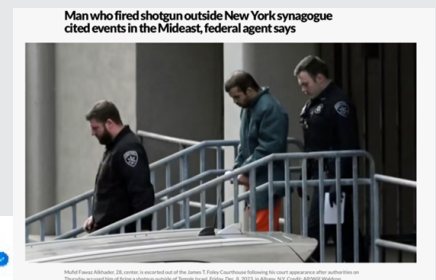
Eric: "I agree that threats should not be made against Jewish people as a group. But violent threats are totally reasonable against Israel and Zionist. This kind of violent resistance is necessary against oppressive colonial settler groups."

Levi: "Wait, so should we be violent to against all Zionist? So my family in the US, my synagogue if Jews that are Zionist deserve violence?"

Eric: "Yes, in Israel. Just like Israel has been specifically and overwhelmingly been targeted Palestinians for decades? Calling them your family doesn't make them less problematic..."

Questions to Consider

- How would you describe the threats and violence risk in this situation (transient, substantive, hunting, howling, affective, targeted violence)?
- Was there a direct threat? Does there need to be a direct threat to act in this case?
- How would you see free speech coming into the discussion here?
- Score the case on Pathways.
- Given there is not much context related to the case detail, come up with 3-4 questions you would want to ask Eric and 3-4 questions you would want to ask Levi related to the case.



See how easy this was? More like this.



In the context of the national discourse, Stanford unequivocally condemns calls for the genocide of Jews or any peoples. That statement would clearly violate Stanford's Fundamental Standard, the code of conduct for all students at the university.

Levi: "What about the man threatening fired the shotgun outside the Synagogue in New York? That was justified?"

Eric: "Yes, you reap what you sow. He should have gone further than just firing it outside. The IOF doesn't shoot outside the homes of Palestinians in Gaza, they murder children from the air."