



Mr. A. G. Sulzberger, Publisher  
Mr. Mark Thompson, President and C.E.O.  
The New York Times  
620 Eighth Avenue  
New York, N.Y. 10018

July 16, 2020

Dear Mr. Sulzberger and Mr. Thompson:

We are writing on behalf of the Zionist Organization of America (the ZOA), the oldest pro-Israel organization in the United States. ZOA is well-known and highly respected for our 123 years of work combatting antisemitism and anti-Israel bias.

As you are aware, journalist Bari Weiss' shocking resignation letter this week described a hostile work environment at the *New York Times*, faced by journalists who call out antisemitism and stand up for Israel. Ms. Weiss revealed that her *New York Times* colleagues called her "a Nazi and a racist," criticized her for "writing about the Jews again," and even badgered persons considered to be friendly with Ms. Weiss. Ms. Weiss' letter also described a pervasive atmosphere of fear, in which publishing op-eds that did not promote an explicit progressive agenda "would now get an editor or a writer in serious trouble, if not fired."

In light of these revelations of widespread serious problems at the *New York Times*, the Zionist Organization of America has established a hotline for journalists at the *New York Times* and other media outlets to call to report any antisemitism, anti-Israel bigotry, bullying, or harassment they are experiencing.

We are writing to suggest that the *New York Times* and the ZOA should establish a special joint committee, or fair and impartial special process for resolving claims that are brought to ZOA's attention, if the claimant wishes to engage in this process.

It seems apparent that the *New York Times*' internal violations reporting process set forth in the *New York Times*' "[Code of Ethics](#)," and the *New York Times*' anti-harassment policy, referenced in the *New York Times*' "[A Handbook of Values and Practices for the News and Editorial Departments](#)," are inadequate to handle the serious issues of antisemitic and anti-Israel harassment at the *New York Times*, and that a new special process is needed.

We further urge the *New York Times* to abide by the anti-retaliation policy set forth in its Code of Ethics, with respect to any special process established to deal with antisemitic harassment at the *New York Times*, and any parties who seek ZOA's assistance due to harassment experienced at the *New York Times*. The anti-retaliation policy states that the *New York Times*' "*will not discharge, demote, suspend, threaten, harass or otherwise discriminate or retaliate against [an employee] in the terms or conditions of employment because of that activity.*"

We look forward to hearing from you.

Sincerely,

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