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NEW INSIDER REPORT EXPOSES ANTISEMITISM, RETALIATION AND SYSTEMIC ACCOUNTABILITY FAILURES ACROSS GLOBAL RIGHTS, HUMANITARIAN, AND ENVIRONMENTAL ORGANIZATIONS

Accounts From More Than 70 Current and Former Staff Describe Antisemitism, Retaliation, and Methodological Failures Across the Sector

GENEVA/SYDNEY/TEL AVIV/NEW YORK, JULY 1, 2026 — Leading global human rights, humanitarian, and environmental organizations — including Amnesty International, Doctors Without Borders/Médecins Sans Frontières (MSF), and Human Rights Watch — have failed to address internal antisemitism; retaliated against staff who raised concerns about bias and hostile conduct; and produced work shaped by ideology rather than consistent methodology, according to a new report drawing on accounts from more than 70 current and former employees.

The 63-page report, “Insiders Speak: NGO Antisemitism, Failed Accountability, and Their Impact on Social Cohesion,” draws on contributions from Jewish and non-Jewish staff across multiple countries, functions, and institutions. The consistency of accounts across organizations, geographies, and roles indicates that these are not isolated incidents, but systemic patterns of discrimination, bias, and accountability failure within a largely self-policing sector.

The report was authored by EiGHT, an accountability initiative founded by NGO insiders and written according to the sector’s own methodological standards by experts from leading international human rights and humanitarian groups. It was recently filed through official complaint mechanisms to five United Nations Special Rapporteurs — on Human Rights Defenders; Minority Issues; Racism; Religion or Belief; and Freedom of Opinion and Expression — and to Australia's Royal Commission on Antisemitism and Social Cohesion.

> “The consistent, troubling accounts of their own employees — people committed to human rights and humanitarian values — reveal a sector increasingly adrift from its mission and urgently in need of independent oversight,” Danielle Haas, Executive Director of EiGHT, said. “These organizations shape media, academia, law, and policymaking, and demand transparency and accountability from others. Yet their own claims, methodologies, and practices are rarely subject to equivalent scrutiny.”

The report recommends establishing an independent, safe reporting mechanism for staff; providing for independent third-party investigation; and developing sector-wide standards with independent benchmarking. More broadly, it seeks to catalyze a shift in how journalists, policymakers, donors, and

others engage with the sector — replacing uncritical deference based on self-defined moral missions with the same independent, evidence-based scrutiny expected of any other influential industry.

KEY FINDINGS

- Antisemitic and Discriminatory Conduct Tolerated or Unaddressed, including by Leadership. Staff across multiple organizations reported antisemitic rhetoric, discriminatory conduct, and hostile workplace environments that managers ignored, normalized, or inadequately addressed. Internal communication platforms and staff-linked social media have featured statements such as “Stop playing the Jewish card,” praise for Hamas leader Yahya Sinwar (“Legend”), and claims that criticism of Hamas reflected “racial biases.” Shortly before becoming international president of the 67,000-strong MSF in 2025, Dr. Javid Abdelmoneim reposted a characterization of Israel as “child killers” and a claim that Israel had "transformed Jewish symbols into symbols of genocide." At Amnesty USA, staff who raised concerns about a board member’s social media posts — including a cartoon depicting Israel being flicked off the map — were told the content reflected her “pain,” had been posted in a “personal capacity,” and would not result in action. In several organizations, detailed submissions by staff documenting alleged antisemitic incidents, Holocaust trivialization, and Jewish-related conspiracy theories failed to trigger meaningful investigation or disciplinary responses.
- Ideology and Activism Driving Mission Drift. Staff across organizations described internal cultures in which ideology and institutional incentives increasingly outweigh neutrality, universalism, and professional rigor. Israel-Palestine has become a defining organizational preoccupation in both advocacy and fundraising, often overshadowing other crises and priorities. One staff member reported that seven out of ten fundraising appeals since October 2023 by a leading global human rights group operating in Australia have focused wholly or partly on the Israel–Palestine conflict.
- Retaliation, Exclusion, and a Culture of Self-Censorship. Staff across organizations reported being sidelined, excluded, and pushed out after raising concerns, contributing to a climate of fear and self-censorship within institutions that publicly champion free expression and whistleblowing. One employee who questioned Israel-related work and related practices saw their position “eliminated,” only for it to reappear months later. In 2025, Amnesty International suspended its entire Israel section for two years after it challenged the organization’s legal finding of “genocide,” citing the section’s alleged “misalignment with and hostility to Amnesty positions.” At Plan International in France, a staff member who questioned the organization's silence regarding Hamas’ October 7 sexual violence victims reported retaliation and was subsequently dismissed. Staff also described settlement and confidentiality agreements following discrimination complaints that raise questions about whether they went beyond standard confidentiality practice and risked deterring or silencing those raising concerns. Across organizations, growing numbers of Jewish professionals reported concealing aspects of their identity or leaving the sector altogether—a phenomenon backed by independent research.
- Failed Accountability Mechanisms Allow Problems to Persist. Staff across organizations described complaint and accountability systems that were ineffective, inaccessible, and geared to preserving the status quo rather than addressing misconduct. Many reported that concerns relating to antisemitism, discrimination, or Israel-Palestine work were dismissed, deflected, or treated differently from other discrimination complaints. Several contrasted these responses with the robust institutional action taken in response to #MeToo, Black Lives Matter, and other diversity and inclusion concerns. Staff also described inadequate channels for raising concerns safely — and sometimes no functioning systems at all. In one

case, an employee submitted a formal harassment complaint to the address designated in the organization's own policy and received an automated response stating the account was not operational.

- Methodological Failures and Inconsistent Evidentiary Standards Undermining Organizational Credibility. Staff described repeated failures to uphold standards of sourcing, accuracy, and rigor, as well as management's unwillingness to address—or, in some cases, defend—problematic practices. One MSF staffer involved with Gaza work described institutional silence after an outgoing employee openly discussed working beside militants in a hospital. Another reported that an MSF manager opposed correcting the organization's claim that Israel caused the deadly October 2023 Al-Ahli Hospital explosion — later widely attributed to a Palestinian rocket — citing risks to staff under Hamas's control in Gaza and colleagues then held hostage in Yemen, while stating a correction could also appear "pro-Israel." A former HRW senior editor described uneven editorial standards and the use of "spot-checks" rather than comprehensive factchecking for major reports.

> "History has shown what can happen when institutions vested with moral authority operate behind closed doors without proper scrutiny," Haas said. "The longer accountability is delayed, the greater the damage — to staff, to the organizations themselves, and to the public that trusts them."

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ABOUT EiGHT

EiGHT is an insider-led accountability initiative focused on systemic gaps in oversight within human rights, humanitarian, environmental, and other organizations. It advocates for independent third-party oversight, measurable performance indices, and stronger protections for professionals within the sector. For more information, visit www.eightrights.org.