

DIGITAL RIGHTS UNDER THREAT:

The Impact of LinkedIn's Biased
Moderation Amid Genocide





7amleh - The Arab Center for the Advancement of Social Media

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October 2025

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Executive Summary

Since the onset of Israel's war and genocide in Gaza, social media has formed a crucial theatre for political action. Highlighted by South Africa's prosecution team at the ICJ, endorsements of ethnic cleansing from Israeli officials and soldiers have made clear its role in the facilitation of a plausible genocide.¹ Simultaneously, racist, de-humanising language directed against Palestinians has exploded on global platforms. Although digital spaces have served as a vital site for the dissemination of information; humanitarian demands, war crimes, and journalism – concomitant reports of digital censorship have been pervasive.²

Discussions concerning these issues have centred around Meta, TikTok, and X.³ LinkedIn, the preeminent professional digital space, has largely flown under the radar. Enmeshed in the job application process, and a crucial tool for networking and career advancement, the platform has a unique grip on the professional lives of its users. With this comes an opportunity to leverage users' careers against their humanitarian advocacy on the platform. Ensuring that LinkedIn deploys non-discriminatory, non-repressive standards, aligned with international legal obligations should be a foundational aspect of policies to protect users human and digital rights.

This work shall consider fifteen user testimonies, in conjunction with interviews with tech-workers at both LinkedIn, and its parent corporation, Microsoft. It shall assess the impact of moderation practices on users advocating for Palestinian rights in the context of Israel's ongoing war and genocide in Gaza. The critical function of the work is to bring attention to current gaps in understanding and focus among digital rights proponents and civil society. It analyses how LinkedIn's internal practices and workplace dynamics have affected the lives of human rights advocates, concluding by providing recommendations.

1 "‘You Feel Like You Are Subhuman’: Israel's Genocide Against Palestinians in Gaza. Amnesty International. 5th December 2024. Available at: <https://www.amnesty.org/en/documents/mde152024/8668/en/>

'Application of the Convention on the Prevention and Punishment of the Crime of Genocide in the Gaza Strip (South Africa v. Israel)', CR20241/, International Court of Justice. 11th January, 2024. Available at: <https://www.icj-cij.org/sites/default/files/case-related/1922024011--192/ora-0100--bi.p-df>

2 Qadi, A. 'Unchecked online violence against Palestinians is fuelling genocidal violence and systemic discrimination'. Association for Progressive Communication. 28th June 2024. Available at: <https://www.apc.org/en/blog/unchecked-online-violence-against-palestinians-fuelling-gen-ocidal-violence-and-systemic>

3 MacDonald, A. 'Meta censorship is having a “devastating” impact on Palestinian news sources'. Middle East Eye. 18th December 2024. Available at: <https://www.middleeasteye.net/news/meta-censorship-devastating-palestinian-news-sources>



Overall, testimonies reveal a troubling picture. Employee sources allege an internal political landscape animated by anti-Palestinian racism and pro-Israel bias. Since October 2023, this has proliferated, allowing for the derogation of usual moderation practices to actively suppress users' criticism of Israel and solidarity with Palestinians. Influencing moderation decisions, actions from executives have resulted in the violation of users' digital and human rights, particularly their right to freedom of expression and opinion enshrined in the ICCPR, Article 19.⁴ Sources allege that LinkedIn executives are actively promoting users inciting violence against Palestinians, promulgating Israeli state narratives, potentially perpetuating propaganda for war, violating both ICCPR Article 20, and UDHR Article 2. LinkedIn is surely failing to adhere to its obligations to UN Guiding Principles, ICCPR and UDHR.⁵

4 International Covenant on Civil and Political Rights, General Assembly Resolution 2200A (XXI). Adopted 16th December 1966. Available at: <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-civil-and-political-rights>

5 International Covenant on Civil and Political Rights, General Assembly resolution 2200A (XXI). 16th December 1966. Available at: <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-civil-and-political-rights>

LinkedIn 'Standards of Business Conduct'. 20245. Available at: <https://socialimpact.linkedin.com/content/dam/me/linkedinforgood/en-us/banner/global-standards-of-business-conduct-2017.pdf>

United Nations Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect, and Remedy Framework". OCHR 2011. Available at: https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

Universal Declaration of Human Rights. General Assembly resolution 217A. 10th December 1948. Available at: <https://www.un.org/en/about-us/universal-declaration-of-human-rights>



Background

LinkedIn's synonymity with modern work life and influence over the professional digital space is illustrated by its over 1 billion total users and 65 million active businesses.⁶ Undoubtedly influential, the platform, and its corporate owners Microsoft, are ostensibly committed "to respecting and promoting human rights, to ensure that technology plays a positive role across the globe" ... "incorporating international law ... including UDHR and ICCPR".⁷ LinkedIn's CEO, Ryan Roslansky, has explicitly stated that "LinkedIn is not a platform where racist and hateful speech is allowed".⁸

In early 2024, reports of arbitrary de-platforming, asymmetric moderation and general censorship were circulating among LinkedIn users frequently posting about the war and ongoing genocide in Gaza.⁹ Understood in concordance with documented issues at other platforms, alongside LinkedIn and Microsoft's capital investment, these allegations demanded attention.¹⁰ Initial discussions with users illustrated a pattern of similar experiences of digital rights violations, unfolding into a wider examination of LinkedIn's activities as an organisation and platform.

6 Dey, M. & Jambhale, R. 'LinkedIn Statistics'. Sci-Tech Today. Updated 30th April 2025. Available at: <https://www.sci-tech-today.com/stats/linkedin-statistics-updated/>

7 'Our Transparency Centre'. LinkedIn Transparency. Retrieved May 2025. Available at: <https://about.linkedin.com/transparency>

'Microsoft Global Human Rights Statements'. Microsoft. Retrieved 1 May 2025. Available at: <https://www.microsoft.com/en-us/corporate-responsibility/human-rights-statement>

8 Stewart, A. 'LinkedIn CEO apologises after an internal meeting about racial inequality and bias was hit with 'appalling' comments from anonymous employees'. Business Insider. 5th June 2020. Available at: <https://www.businessinsider.com/linkedin-ceo-apologizes-for-allowing-appalling-employee-comments-20206->

9 Petition: "End LinkedIn's Systematic Censorship & Restrictions of pro-Palestinian User Accounts." Available at: https://www.change.org/p/end-linkedin-s-systemic-censorship-restrictions-of-pro-palestinian-user-accounts?recruiter=1330640924&recruited_by_id=32022b50-c90011-ee-9876-e3d9995215de&utm_source=share_petition&utm_campaign=share_petition&utm_term=share_for_starters_page&utm_medium=copylink&utm_content=cl_sharecopy_37884511_en-GB%3A9

10 'Microsoft'. Who Profits Research Centre. June 2025. Available at: <https://www.whoprofits.org/companies/company/7371>



Corporate Context and Recent Revelations

Adding to knowledge of capital ties between Microsoft, LinkedIn and Israel, in January 2025, +972 Magazine revealed that the corporation “has a footprint in all major military infrastructures in Israel”, as “sales of the company’s cloud and artificial intelligence services ... skyrocketed” post October 2023.¹¹ Furthermore, 7amleh’s report, ‘Delete The Issue’ detailed internal efforts to suppress tech-worker dissent against actions which may suggest possible corporate complicity.¹² Additionally, DropSite’s investigation revealed that the words “Palestine”, “Gaza” and “genocide” were banned in internal emails, further highlighting concerns about internal suppression of dissent.¹³

Against this backdrop, scrutiny of LinkedIn’s moderation and internal practices became increasingly necessary. These concerns were echoed in conversations with both users and current or former employees, leading to the qualitative investigation outlined below.

11 Abraham, Y. ‘Leaked documents expose deep ties between Israeli army and Microsoft’. +972 Magazine. 23rd January 2025. Available at: <https://www.972mag.com/microsoft-azure-openai-israeli-army-cloud/>

Lunden, I. ‘LinkedIn acquires Israeli web analytics startup Oribi for \$8090-M to expand its marketing technology’. TechCrunch. 28th February 2022. Available at: <https://techcrunch.com/202228/02/linkedin-acquires-israeli-web-analytics-startup-oribi-to-expand-its-marketing-technology/>

Numoto, T. ‘Microsoft acquires Adallom to advance identity and security in the cloud’. Microsoft Blog. 8th September 2015. Available at: <https://blogs.microsoft.com/blog/201508/09/microsoft-acquires-adallom-to-advance-identity-and-security-in-the-cloud/>

Microsoft Source. ‘Microsoft signs agreement to acquire Hexadite’. Microsoft Company News. 8th June 2017. Available at: <https://news.microsoft.com/source/201708/06/microsoft-signs-agreement-to-acquire-hexadite/>

Numoto, T. ‘Microsoft to acquire Secure Islands, a leader in data protection technology’. Microsoft Blog. 9th November 2015. Available at: <https://blogs.microsoft.com/blog/201509/11/microsoft-to-acquire-secure-islands-a-leader-in-data-protection-technology/>

Winter, J. ‘Microsoft’s acquisition of Cloudyn will help Azure customers manage and optimise their cloud storage’. Microsoft Blog. 29th June 2017. Available at: <https://blogs.microsoft.com/blog/201729/06/microsofts-acquisition-cloudyn-will-help-azure-customers-manage-optimize-cloud-usage/>

Grimland, G. ‘Microsoft Buys Gteko for \$100120- Million’. Haaretz. 27th September 2006. Available at: <https://www.haaretz.com/israel-news/business/200627-09-ty-article/microsoft-buys-gteko-for-100120--million/0000017f-f050-d8a1-a5ff-f0daocd00000>

12 Fine, A. ‘Delete the Issue: Tech Worker Testimonies on Palestinian Advocacy and Workplace Suppression’. 7amleh. November 2024. Available at: <https://www.businessinsider.com/linkedin-ceo-apologizes-for-allowing-appalling-employee-comments-20206->

13 Ahmed, A. & Hussain, M. ‘Microsoft Bans the Word “Palestine” in Internal Emails’. DropSite. 22nd May 2025. Available at: <https://apnews.com/article/microsoft-fired-workers-israel-palestinians-gaza-72de6fe1f35db9398e3b6785203c6bbf>



Methodology

Adopting a qualitative methodology, all participants in this study will be anonymised due to historic instances of user and tech-worker suppression.¹⁴ Fifteen users, from Europe, North America, the Caribbean, the Middle East, and South Asia and from diverse industries, including the legal profession, tech, sales, academia, as well as political advocacy and humanitarianism were interviewed in relation to their LinkedIn activities, and to the ongoing war and genocide. After vetting profiles and obtaining consent, individuals were approached through direct messages, to take part in video or face-to-face interviews where they were asked pre-established questions regarding posts, experiences on the platform and their contact with LinkedIn. Secondary interviews and later correspondence took place over phone or email. Similarly, employees were contacted, posed pre-established questions relating to workplace advocacy and their internal knowledge of the corporation and platform.

¹⁴ O'Brien, M. 'Microsoft fires employees who organised vigil for Palestinians killed in Gaza'. AP News. 26th October 2024. Available at: <https://apnews.com/article/microsoft-fired-workers-israel-palestinians-gaza-72de6fe1f35db9398e3b6785203c6bbf>

Inside LinkedIn

[“It is seen as a death sentence to defend Palestinian positions ... it’s a career ender”](#)

LinkedIn and Microsoft tech-workers reported a pervasive culture of anti-Palestinian racism at employee and executive levels. Enabled by executives “shrugging their shoulders” at ubiquitous bias, workers describe exposure to punitive treatment and firings for critiquing internal prejudice and the impacts this has had on moderation.

Workplace Bias

In an internal complaint to LinkedIn’s CEO, Ryan Roslansky, obtained over the course of this investigation, employees raised serious concerns about “double standards” at the platform since October 2023. This internal report, seen by the author and substantiated by sources at LinkedIn, detailed that executives had offered “empathy and support for those affected” by Hamas’ attack, and had created a number of ‘Diversity, Inclusion and Belonging’ (DIBs) initiatives. At the same time, as Israeli military operations escalated in late 2023, Palestinian DIBs schemes were actively being suppressed. A “MSFTxLinkedIn initiative”, previously approved by HR, “on Palestinian culture and identity... with the goal of broadening understanding” was abruptly cancelled after a LinkedIn executive described it as “revolting”. This executive escalated their opposition to Microsoft CEO, Satya Nadella. “Despite no violation being identified”, all Palestine-related events were cancelled for ninety-days. When employees escalated these concerns to Chief Legal and People Officers, they were met with “dismissive and defensive” reactions and inaction.

On employee platforms, like Viva, Slack, and Teams, sources described “an incredibly toxic” environment animated by anti-Palestinian and Islamophobic sentiment. Employees who criticised or opposed racist and de-humanising content targeting Palestinians, shared on company-wide platforms, were often called “anti-semitic”, “Hamas-operatives” or threatened in a variety of ways. When employees raised concerns with HR about this pervasive issue, “they themselves were reprimanded”. One employee described being fired due to their criticism of this pervasive issue. As a result, a “shocking sense of impunity” has emboldened those sharing racist, de-humanising content.



Screenshot, shared by an employee, showing employees legitimising violence committed against civilians on company-wide pages.

The IDF has relentlessly urged and led civilians away from the war zone. Those who chose to remain are either terrorists dressed in civilian clothes (like many Hamas terrorists), civilians aiding Hamas, or civilians who don't value their lives enough to leave. Nevertheless, the IDF does not target civilians, and just as they unfortunately accidentally shot the hostages, they may accidentally shoot Palestinian civilians. Just as Vadim stated many times: **War is Hell!** Unconditionally return all the hostages, and the war will end! "Funny" thing: Not a single innocent Gazan civilian offered any information about the hostages, despite numerous requests made by the IDF, and the promise to help and protect anyone who will offer such information. Why is that???

Screenshot, shared by an employee, illustrating de-humanising language deployed against Palestinians on internal platforms.

and hopefully those employees will find themselves out of this company. There is no room or justification to have them here when they support these ISIS-like actions of Hamas.

I don't care about their national relations or aspirations at the moment. They need to be human beings first!

Concurring with interviewees, the document described a hostile environment leaving "people of colour and those from oppressed communities overlooked". Sources described feeling compelled to take their grievances elsewhere after "exhausting every possible option" and being ignored "time and time again".



Derogation of Content Moderation Standards

“Decisions are being made at executive level and within the legal team to silence Palestinian voices”

Interviewees highlighted that company-wide bias is having a deleterious impact on moderation standards. Previously, procedure relied on General and Legal Counsel overseeing final content-related decisions based on legal standards and Professional Community Policies.¹⁵ Decisions are then implemented by the Trust and Safety department, Product teams, and enforced by content review moderators. Outlined in LinkedIn’s Transparency Report published in obligation to the EU’s DSA, the platform employs a “three-layer” moderation practice.¹⁶ The first includes real-time moderation, automated and proactive prevention measures monitoring content at the time of creation. The second combines automated and human moderation for contested content-types, and the third is “human-led”, where users and moderators identify potentially violative content using in-product functions. Violative content is removed, restricted, its visibility limited, or receives ‘sensitive content’ warnings depending on infringement severity. Repeated violations result in account restriction or termination, conditional to frequency or severity.

Before October 2023, employees stressed that moderation standards relied on these wide-ranging inputs rather than executive influence. However, based on firsthand accounts from tech-workers, they describe that company-wide bias has enabled de-facto changes to Professional community policies. These accounts indicate that Chief Product Officer, Tomer Cohen, is leveraging seniority to bypass usual procedure to “influence policy decisions” over content related to Israel’s actions in Gaza. Sources at LinkedIn also report that the threshold of Professional Community Policies has been lowered specifically for ‘pro-Palestinian’ users and content critical of Israel.

The result of this is that journalistic, humanitarian or ‘pro-Palestinian’ content which surely does not violate LinkedIn’s Professional Community Policies is subject to punitive moderation. This content is vulnerable to flagging, sensitivity warnings and content take-downs, for spurious accusations that it is violative of ‘violent and graphic’ as well as ‘hateful and derogatory content policies’.

¹⁵ LinkedIn Professional Community Policies. Available at <https://www.linkedin.com/legal/professional-community-policies>

¹⁶ ‘Digital Services Act: Transparency Report’. LinkedIn. 2025. Available at: <https://content.linkedin.com/content/dam/help/tns/en/February-2025-DSA-Transparency-Report.pdf>



With moderation practices implicitly hostile to critiques of Israel and ‘pro-Palestinian’ users, LinkedIn insiders indicated that this prompted “a lot of [employees] to speak up”. Employees stressed that inherently prejudiced decisions on content, would ultimately ensure that “the data being used to train any models are biased” and would certainly restrict users’ freedom of expression.

Additionally, according to this internal document reviewed by the author, LinkedIn employees expressed serious concerns that the online activities of this executive “blurred the lines between personal opinion and the stance of the company”, explicitly describing Cohen’s X feed as “largely dedicated to anti-Palestinian posts”. Detailed in the complaint, and noted by interviewees, employees raised the alarm that the online activity of Cohen was “extreme and demonstrating clear bias”. They highlighted “dangerous narratives conflating the support for Palestinian rights with a designated terror group” and “the legitimate criticisms of a government’s actions with anti-semitism”. Overall, employees stressed that Cohen’s explicitly pro-Israeli position seemed to lead to the exercising of influence over moderation decisions previously held by LinkedIn’s General and Legal Counsel was having a degradative impact on users.

Cohen’s X page:

Retweeting content, videos & images (with contested legitimacy) legitimising Israeli attacks on Shifa Hospital.¹



¹⁷ Scahill, J. ‘al-Shifa Hospital, Hamas’s Tunnels, and Israeli Propaganda’. The Intercept. 21st November 2023. Available at: <https://theintercept.com/2023/11/al-shifa-hospital-hamas-israel/>



Cohen's X page:

Retweeting content likening humanitarian demonstrations opposing genocide to extremist religious groups.

Tomer Cohen reposted



Darya Safai MP @SafaiDar... · 12/11/2023

We are not in a sharia court here. This is not the Islamic Republic of Iran or an Islamic caliphate.

It is Washington DC where these extreme threats reverberate through the speaker, where sentences are apparently already being handed down.

The demonstrators are threatening Western politicians, MPs and media, making it clear to them that they themselves will deal with the "genocide" they are "organising".

It reminds me of the many fatwas and death sentences pronounced and carried out in Islamic Iran against the "enemies of Allah".

They stamp, they will bring them to justice, they judge, they condemn and they ensure that some will even take action.

The West really needs to take this seriously before there is no turning back.

Let what happened over the past few days be a wake-up call.

The signs are abundantly clear.



Impact on Users

Uneven Speech Protection: Israel and Zionism

A critical outcome of this derogation has been the preferential treatment of pro-Israeli content, compared to speech critical of Israel or supportive of Palestinian rights. First-hand employee accounts indicate that posts that suggest that “Israel doesn’t have the right to exist” are quickly flagged, either by first or second-layer moderation, while similar statements about countries like the US or Canada do not receive the same treatment. According to employees, this has been rationalised internally as “denying Jewish people a homeland”. Application of this necessitates that negative “references to Zionism are removed” and special applications of Zionism are considered hateful. This means that Zionism is considered a protected group within the ‘Hateful and derogatory content’ clause of LinkedIn’s Professional Community Policies. For example, interviews reveal that statements like “Zionism is a threat to democracy” are subject to community policy enforcement. Additionally, comparisons between Israeli state actions and terrorism lead to increased restrictions on critical posts, limiting users’ ability to express political opinions, advocate for Palestinian rights or post content concerning the on-the-ground situation in Gaza.

User experience reflects this. An Indian automation expert, over a number of interviews and online discussions, recalled several posts which questioned Israel’s right to occupy Palestinian territory earned flagging and profile restrictions. Another Canada-based cloud architect reported that posts demanding justice for Palestinians, comparing Israel’s actions to terrorism, consistently received flagging, take-downs and earned them profile restrictions. In concordance with employee statements, many reported “lower thresholds for flagging” when using the term ‘terrorism’ and ‘Zionism’ in relation to criticisms of the state of Israel. According to a number of users, detection sensitivity is dependent on the type of comparison, notably, comparing Israel’s actions in Gaza to other fascist regimes receives automated, “first-layer” take-downs as this would constitute “discriminatory action against individuals or groups”.¹⁸

¹⁸ ‘Hateful and derogatory content’, LinkedIn Professional Community Policies. Available at: <https://www.linkedin.com/help/linkedin/answer/a1339812/>



A LinkedIn repost showing a woman hugging the shroud containing the body of a deceased family member, removed for Professional Community Guideline violations.

This was initially posted to Instagram by a Palestinian Surgeon in Gaza.¹⁹

Mass graves found



Dr. Mohammad Tayseer Qudaih on Instagram:
"How did this mother endure the scene, in the..."
instagram.com

Only you can see this post. It has been removed because it goes against our Professional Community Policies. [Learn More](#)



Like



Comment



Share

Post likening Israel's actions to terrorism, removed for "hateful speech". This label refers to the 'Hateful and derogatory content' portion of Community Policies and illustrates accusations 'terrorism' in this context is likely considered to be "discriminatory action" against Israel.¹

Post removed for hateful speech



The US-backed Israeli terrorists are starving children to death in 2024.



¹⁹ Dr. Qudaih, M. 'The earth embraces its beloved...'. Instagram. Available at: <https://www.instagram.com/p/DAEvOsqtwLP/?igsh=MWl0czF3NW1mbTlzcw==>



Every passing day, the Israelis are acting more and more like Nazis... before 3 months ago, people used to sometimes compare Israelis to Nazis, and I would publicly push back, stating that the level of suffering endured during the Holocaust has no comparison, despite the immense suffering of the Palestinian people over the last 75 years. Now I'm not doing that anymore. Israel deliberately starving 2.3 million people, while bombing them, ethnically cleansing them, committing genocide against them, the Nazis now have a true modern hero, and they are the Israelis (with some exceptions).



Hani Almadhoun • 1st

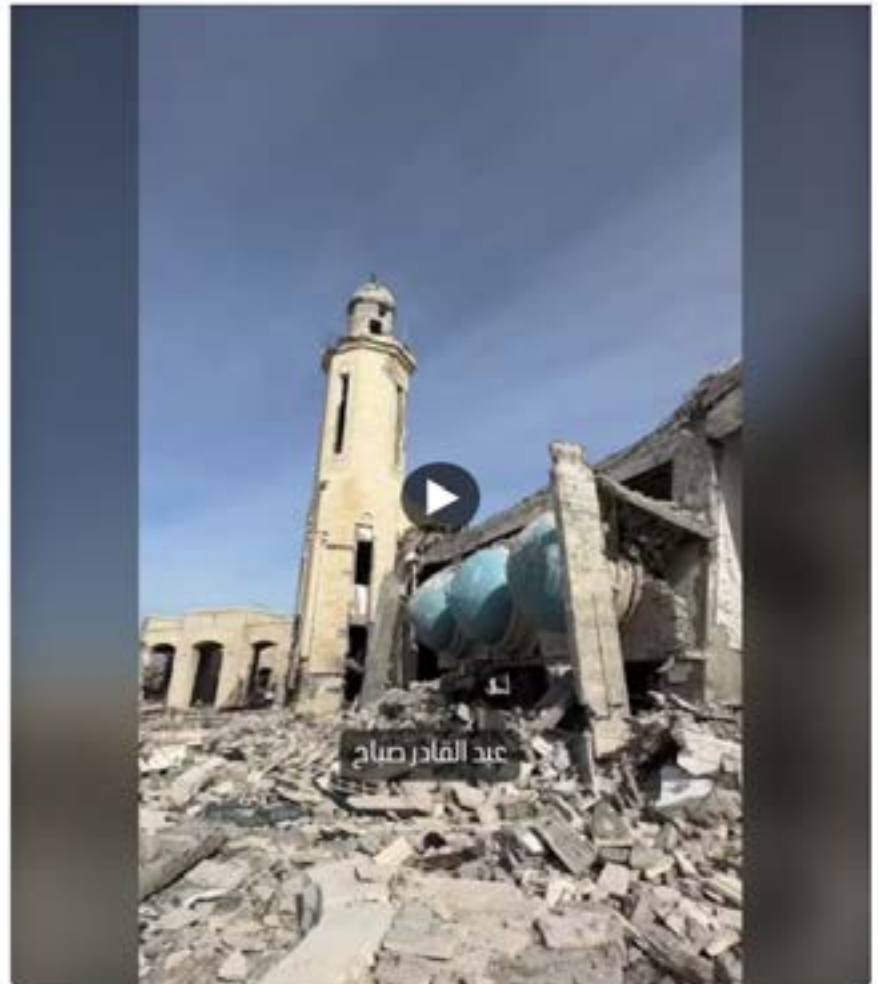
Director of Philanthropy at UNRWA USA

1d • Edited •

This was the newest mosque in our neighborhood, just a brief ten-minute walk from our family home in Bait Lahia. It stood out as the most stunning building, featuring a spacious parking lot that was a favorite spot for skateboarders and roller skaters.

Its unique blue domes were a rarity in Gaza. Now, it lies in ruins, leaving countless prayers unspoken and hearts uncomforted. 🇵🇸🇵🇸.

When you bomb UN centers, hospitals, schools, clinics, churches, and mosques, there is little recovery (and redemption) from all that. ❤️



⚠️ Only you can see this post. It's been removed because it goes against our Professional Community Policies. [Learn more](#)

Post removed for comparing Israeli state to Nazism removed for violating Professional Community Policies.



US State Department said that Israel has the right to “bring terrorists to justice”.

Do then Palestinians also have a right to bring Israeli terrorists to justice?

Post removed, use of terrorism in relation to Israel & US actions.

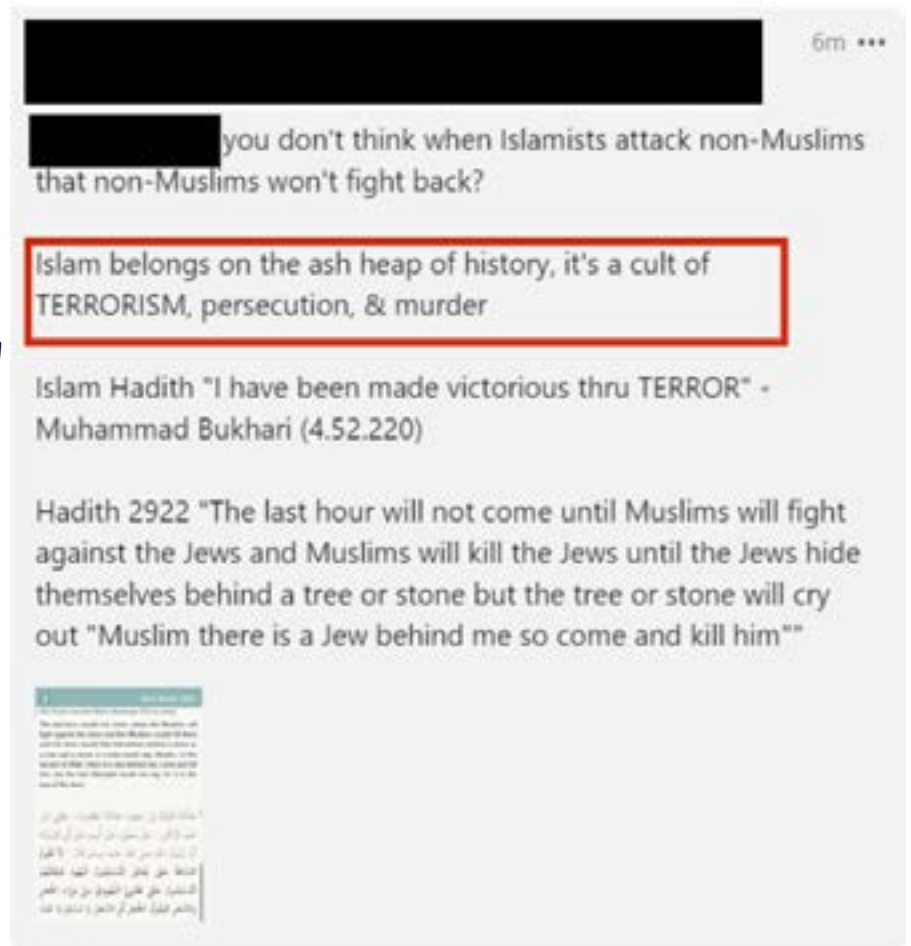
**US State Department
said that Israel has the
right to “bring terrorists
to justice”.**

**Do then Palestinians
also have a right to
bring Israeli terrorists
to justice?**

⚠ Only you can see this post. It's been removed because it goes against our Professional Community Policies. [Learn more](#)



Comparative post: User comments that state "Islam ... is a cult of TERRORISM", which does not earn moderation despite hateful and derogatory language.





Here's what happened

Our **automated systems** detected your post and determined that it doesn't comply with our **Professional Community Policies** on discriminatory jobs. It's been removed from LinkedIn and only you can access it.

Repeatedly creating content that doesn't comply with our **Professional Community Policies** could lead to your **LinkedIn account being restricted**.

Your post

 **Post removed for discriminatory jobs**


Scholarship opportunities for Palestinian female PhD candidates from Gaza. Pleas...

https://www.parc-us-pal.org/tanya-bakerfbclid=IwZXh0bgNhZW0CMTEAAR1nB4L6DE6EqYZMQ2nDuxQIErmy-eUC5otMkk2u4IKzMX8Lml_aem_ZmFrZV

Actions you can take

If you believe that your post complies with our **Professional Community Policies**, you can ask us

A user posts links to "scholarship opportunities for Palestinian female PhD candidates from Gaza". A reflection of concerns highlighted by tech-workers that uneven moderation standards would impact automated systems, this triggers 'first-layer' moderation and indicates that this is violative of the "discriminatory jobs" standard detailed in 'LinkedIn Jobs Policy'.²⁰

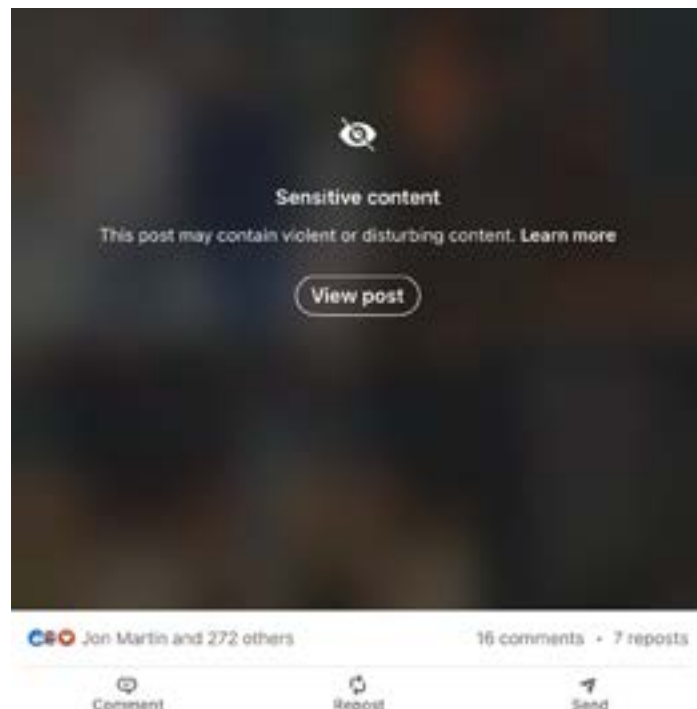
This stipulates that 'Restrictions' will be applied to the listing of jobs «based on protected characteristics». This is despite a claim that indicates that "LinkedIn may permit language in posts expressing preference for members of certain groups historically disadvantaged in hiring".

²⁰ LinkedIn Professional Community Policies. 'Job post discrimination'. Available at: <https://www.linkedin.com/help/linkedin/answer/a1335725>



Meanwhile, phrases commonly used in criticisms of Israel's actions in Gaza trigger spurious sensitivity warnings. LinkedIn states that the enforcement of these sensitivity warnings are to "obscure the content for members who may find this content sensitive or disturbing, or otherwise do not want to view it". This does not involve complete removal. Users have stated that «moderators have a huge bias" when it comes to enforcement of these policies and interviewees describe that use of words and phrases like 'genocide', 'Gaza', or 'Palestine' attract erroneous application of moderation practice. Representative of this wider experience, one user highlighted an instance where a post, detailing their attendance to a Palestinian play, showed pictures of the event, referenced the ongoing genocidal actions, and linked articles detailing the impact of Israeli bombing campaigns. This user stated that the application of sensitivity warnings happened well-after publication, indicating they were applied by moderators independently, or as a result of user flagging. LinkedIn support confirmed that the warning was applied due to "violent or graphic imagery". It was later removed without explanation.

Users post receives a sensitivity warning. Post describes 'genocide in Gaza', a Palestinian play, containing links to external articles detailing the death of Ahmed Masoud's family members as a result of Israeli bombing campaigns in Gaza.





It was a real pleasure to go and see Application 39, written by my dear friend [Ahmed Masoud](#), a play about Gaza winning the right to host the 39th summer Olympics in 2048, including elements being based ...more



Jon Martin and 272 others

16 comments • 7 reposts



Like



Comment

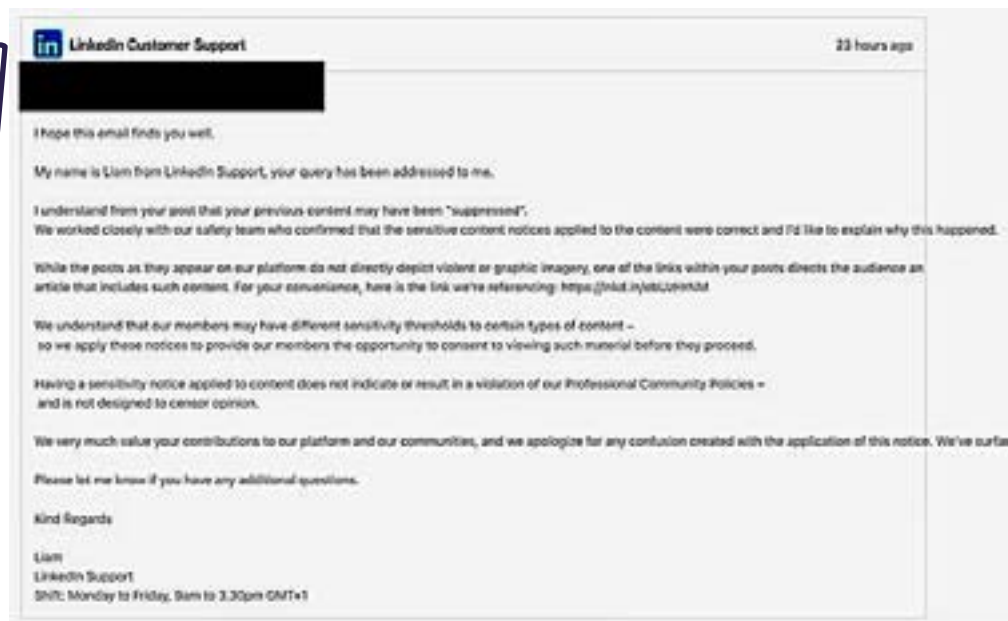


Repost



Send

LinkedIn support explained that the 'graphic article' in external links are the reason for sensitivity warning.





Palestinian writer Ahmed Masoud loses more family in Israeli assault on Gaza

21 May 2025 10:20 MEST



44 Shares

Palestinian playwright and author Ahmed Masoud has told Middle East Eye that he lost his sister-in-law and nephew in Israel's

'Graphic article' in external link.²¹

In an example of a frequently raised issue, an academic in technology and digital rights reported that posts were disappearing and were then re-instated with less-than-adequate explanations. Many others report that content, and even profiles, were removed accompanied by a “complete lack of transparency” from LinkedIn. A British-Malaysian lawyer recounted an instance where their profile was suspended for “about a day” without notification. This was recognised after another user notified them, and only returned after LinkedIn was pressured to reinstate it by other users. Interviewees widely reported receiving vague warnings about contravention of Professional Community Policy, with some believing they were “automated”. Often users felt that LinkedIn Support didn’t adequately explain which part of the Community Policies were violated, linking the policies in totality (as seen below) rather than detailing how their activity was violative in relation to specific clauses. This lack of clarity has left users confused, and sometimes unable to identify why their content was flagged and/or removed.

²¹ Staff. 'Palestinian writer Ahmed Masoud loses more family in Israeli assault on Gaza'. Middle East Eye. 21st May 2025. Available at: <https://www.middleeasteye.net/live-blog/live-blog-update/palestinian-writer-ahmed-masoud-loses-more-family-israeli-assault-gaza>



Reference # 240502-007402

Status: Closed

[View your case\(s\) on our Help Center](#)

You may reply to this case for up to 14 days

Response (04/05/2024 10:13 CEST)

Thank you for your reply. After reviewing your content again, we confirmed it doesn't comply with our Professional Community Policies at: <https://www.linkedin.com/legal/professional-community-policies>

Although this might not be the response you wanted, we work to apply our policies in a fair and consistent way for all our members.

LinkedIn has reviewed your request to appeal the restriction placed on your account and will be maintaining our original decision. This means that access to the account will remain restricted.

Per your request, please see below for the content that resulted in this restriction:

• Content Creation Time: Thu, 02 May 2024 04:13:03

Post discussing ongoing genocidal acts in Occupied Palestinian Territory, the establishment of the state of Israel, and the blockade of Gaza. This results in profile restriction, LinkedIn support confirms this, but does not adequately explain why this post violates specific Community Policy clauses.



+ Follow ...

Do you believe this shit what he says?

Israel's PM Netanyahu called on the 'free world to stand firmly against' possible arrest warrants for him and senior Israeli officials, while also once again claiming the Israeli army "is one of the most moral militaries in the world."

Since October 7, Israel has killed over 41,500 Palestinians, 70% of them babies, children and women, in its brutal war on Gaza.

"Israel" is 100% stolen Palestinian land. The truth is in the maps, see pre-1948 maps of Palestine when "Israel" did not exist. Most of Palestine is now "Israel".

The land-grabbing and genocide began years before Britain signed the 'Balfour Declaration' in 1917 to establish a Zionist state.

Decades later, a mandate was created by the UN to re-home the World War 2 Jews into Palestine. Innocent Palestinians were killed before their land was stolen for "Israel" to then be created in 1948, over 76 years ago.

To this very day, Palestinians are slaughtered so that the Zionist creation "Israel" can be expanded by stealing more land and moving into settlements.

Palestinians are purposely murdered to test and approve new weapons. Once a weapon is approved they receive billions of \$ in weapon sales to foreign countries.

"Israel" has blocked Gaza of necessities such as food, water, and electricity since October 2023. The children, women, and men are being carpet bombed while being starved to death in the extreme heat.

"Israel" is the creation the USA used billions of Dollars in weapons to regularly, so they can massacre more Palestinians before stealing their fossil fuel rich land while publicly calling each massacre a "war".

The current genocide that is happening today since October 7th 2023 is just the



Self-Censorship

“Scared of reprisals from LinkedIn”, conscious of the leverage over their professional lives, this lack of transparency in relation to the application of Professional Community Policies was a persistent concern among interviewees. One user reported that despite “posting measured and referenced” responses, content disappeared “without consultation” leaving them confused and feeling “very heavily censored”. Many, like this user, now rarely post on the platform due to this issue. Aware of potentially erroneous moderation enforcement and vague platform feedback, eleven of fifteen users reported that they were “self-censoring” as a means of avoiding problems. An indigenous rights lawyer effectively summarised this position. As LinkedIn is a “really important tool” that allows them to “liaise with indigenous people around the world”, current moderation standards left them concerned that they might be targeted by asymmetric application moderation procedure:

“Every single day, I think [my posts] might violate community guidelines ... I stopped saying Palestine, Gaza, genocide and ceasefire”.

Another user, describing ‘self-censorship’:

“I feel that if I say the word Palestine, there will be an issue”.

From the River to the Sea

In 2024, Meta’s Oversight Board, which “provides an independent check on Meta’s content moderation”, concluded in a judgement that the phrase ‘from the river to the sea’ was not ‘anti-semitic’ as critics had suggested.²² This reportedly precipitated an investigation from LinkedIn’s Legal Counsel. According to various sources, Legal Counsel at LinkedIn decided to continue to remove content containing the phrase. Multiple employees raised serious concerns about LinkedIn’s position on this issue. Insiders describe concerns that LinkedIn continues to go against industry standards in order to “silence Palestinian voices”. Additionally, sources describe internal concern from employees sympathetic to the plight of Palestinians, as when the phrase is used in favour of Israel, it does not receive the same standard of moderation enforcement. Without quantitative inputs, the total impact of these actions is not yet clear. Whilst platform searches yield some results, the most visible content containing the phrase comes from seemingly ‘pro-Israeli’ users, demonising it as anti-semitic or using it in favour of Israel, endorsing further occupation.

²² Posts that include “from the river to the sea” do not break Meta’s rules on Hate Speech, Violence and Incitement or Dangerous Organisations and Individuals. 4th September 2024. Available at: <https://www.oversightboard.com/decision/bun-86tjork5/>



Users report that enforcement of content moderation has had a substantial effect. Many state that they “don’t write from the river to the sea” to avoid moderation. A London-based user noted, in November 2023, that posts featuring the phrase were often removed. Uploading a video of a woman singing the phrase, among other instances, they saw a number of content take-downs and their profile “restricted for repeatedly sharing abusive content”. LinkedIn’s responses to appeals didn’t explicitly reference what triggered this. Explaining that they would have stopped using the phrase if informed, the user’s profile was subject to continued spurious flagging and their account ‘permanently restricted’ in December 2023. It was only reinstated in May 2025. This permanent restriction has dramatically impacted their life, fired from a previous role, they remain unable to find employment after losing contacts and the ability to search and apply through LinkedIn.

Aforementioned user posting content that contains ‘from the river to the sea’ is removed from the platform for violating Professional Community Policies.





In a different post, the user shares a video of a woman singing the phrase. The post is removed and triggers profile restriction.



Notice page

We received your appeal



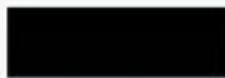
Here's what happens next

We'll review the post again. If we find it complies with our [Professional Community Policies](#), we'll restore both your post and access to your account.

Thanks for your patience while we look into this.

Your Post

Post is under review



So beautiful, sing it loud, sing it proud!!!❤️❤️❤️🇳🇬🇳🇬🇳🇬
Link to our stunnings sister's profile on Instagram , follow...



Video



Access to your account has been restricted

The user's account is restricted after repeated flagging for use of the phrase.

Our automated systems determined that your account doesn't comply with our [Professional Community Policies](#). As a result, access to your account has been restricted.

You can click the link below to find out more information. From there, you'll also be able to submit an appeal if you think we made a mistake and would like us to revisit our decision.

[Learn more](#)



Status: Waiting For Information

[View your case\(s\) on our Help Center](#)

You may reply to this case for up to 14 days

Response (1 comment, 1 like, 0 rets)

The user's profile is restricted for "repeatedly sharing abusive content" after numerous posts containing the phrase receive take-downs. LinkedIn Support references 'Professional Community Policies', but does not adequately explain why this content saw enforcement of platform policy and does not reference which clause the phrase violates.

Your account has been restricted for repeatedly sharing abusive content, in violation of our User Agreement at: <https://www.linkedin.com/legal/user-agreement> and Professional Community Policies at: <https://www.linkedin.com/legal/professional-community-policies> (collectively, our Terms).

If you agree to abide by LinkedIn's Terms and not to violate them again, we'll grant another chance to regain access to your account. You can do that by replying to this email and expressly stating that you agree to abide by our Terms going forward. Additionally, if you believe your content complies with our Professional Community Policies, you may appeal our decision by clicking the link in the email notification or the notification within LinkedIn about your content (once you regain account access).

Please note that LinkedIn expects all members to behave in a professional manner when engaging on the platform. Any future violations of our Terms may result in a permanent restriction.

To learn more about what is and is not acceptable on LinkedIn, please review LinkedIn's [Professional Community Policies](#) at: <https://www.linkedin.com/legal/professional-community-policies>

I look forward to hearing from you.

Regards,

Roman

Member Safety and Recovery Consultant



De-platforming

Profile restrictions or de-platforming have been an ever-present aspect of this investigation and have had a drastic and lasting impact on users' professional lives. Eight of fifteen users reported temporary or permanent restrictions, as a result of asymmetric moderation, occurring specifically after October 2023. Generally representative of interviewees, one user who largely posts journalistic and humanitarian content, has been restricted "nine or ten times" at the time of interviewing, but subsequently regained their profile after appeals. Sporadic temporary de-platforming is, particularly for users who procure employment through the platform, having a drastic impact on their professional lives. Users describe job opportunities and availability decreasing. An academic, early in their career, whose profile was permanently restricted at the time of interviewing, explained that "LinkedIn was the main go-to source for work. You can't go to a job seekers site for intelligence work. I have lost everything".

Asymmetric Moderation: Facilitation of Incitement

On the one hand, humanitarian and 'pro-Palestinian' content is punitively moderated. On the other, content promulgating racist, violent sentiment, often in support of Israel and surely in violation of several clauses of LinkedIn's Professional Community Policies (particularly, 'Hateful and derogatory', 'False or misleading' and 'Violent and graphic content policies') is afforded leniency. This is a frustration shared among users and tech-workers. A British-Palestinian Humanitarian echoed concerns that whilst advocates carefully catered their posts to avoid moderation, "people brazenly using white supremacist language aren't taken down". Employees reported that they themselves are flagging "accusatory posts about UNRWA or Islamophobic content" but do not see enforcement. Over the course of this investigation, a number of users who consistently post explicitly hateful content, inciting violence against Palestinians, have been monitored. They rarely receive the same degree of moderation.



A user reposts content that denigrates civil society, civilian status, and crucial medical infrastructure, surely violating LinkedIn's "False or misleading content" clause in their Professional community policies. This states that content which is "substantially misleading and likely to cause harm" will be removed.²³

This content remains on the platform.



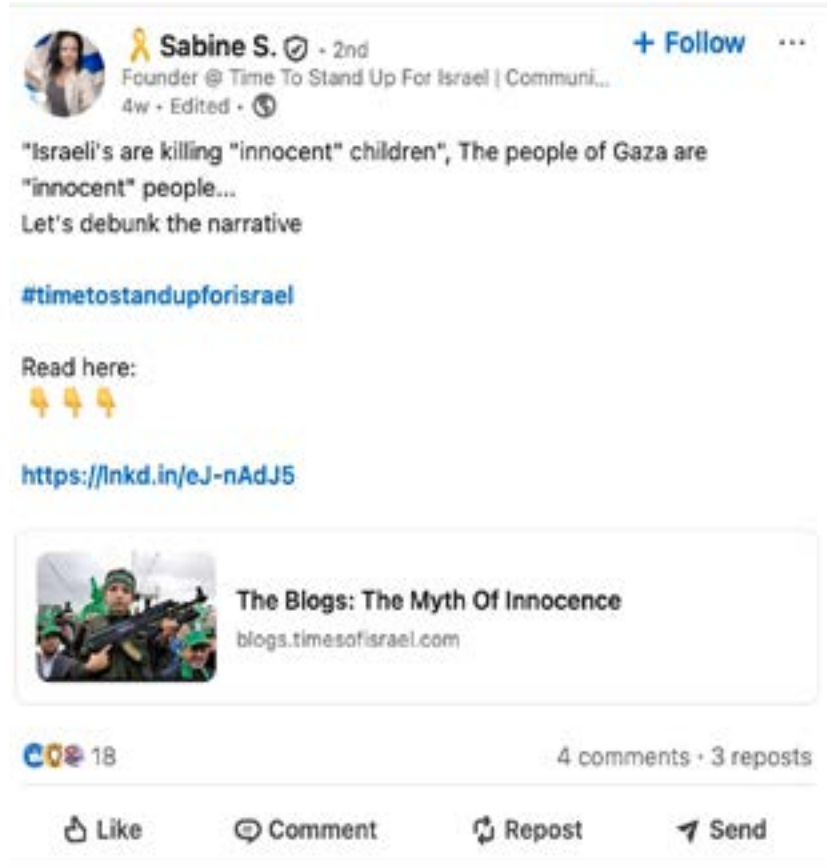
²³ LinkedIn Professional Community Policies. 'False or misleading content'. Available at: <https://www.linkedin.com/help/linkedin/answer/a1340752/>



Sabine Sterk, a contributor to the Times of Israel, published a post linking an article which asks “What is an ‘Innocent Child’?”.²⁴ Surely violating LinkedIn’s ‘Hateful and derogatory content’ clause, the post refutes that “the people of Gaza are ‘innocent’”, legitimising violence against children, citing “child soldier indoctrination” as a contributing factor.²⁵

This content also surely violates LinkedIn’s Child Protection Professional Community Policy. It stipulates that the platform will not be used “in any way to facilitate, encourage, or engage in the abuse or exploitation of children”.²⁶ Ms Sterk suggesting that Palestinian children are legitimate military targets undoubtedly encourages abuse or exploitation.

This post remains on LinkedIn.



²⁴ Sterk, S. ‘The Blogs: The Myth of Innocence’. Times of Israel. 5th May 2025. Available at: <https://blogs.timesofisrael.com/the-myth-of-innocence/>

²⁵ LinkedIn Professional Community Policies. ‘Hateful and Derogatory Content’. Available at: <https://www.linkedin.com/help/linkedin/answer/a1339812/>

²⁶ LinkedIn Professional Community Policies. ‘Exploitation of Children’. Available at: <https://www.linkedin.com/legal/professional-community-policies>

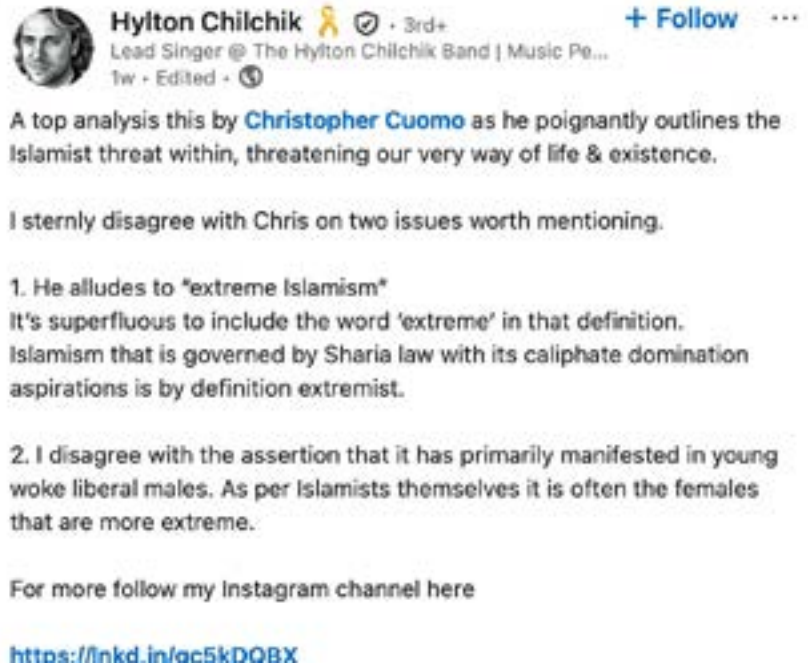


This user, using highly Islamophobic language, paints all Muslims as 'extremists' in order to legitimise violence committed against Palestinians.

Perpetuating this narrative surely violates the 'False or misleading content' clause which stipulates LinkedIn "remove specific claims, presented as fact, that are demonstrably false or substantially misleading and likely to cause harm".²⁷

Additionally, this content surely violates LinkedIn's 'Hateful and derogatory content' clause which states that the platform will "remove content that attacks, denigrates, intimidates, dehumanises, incites or threatens hatred, violence prejudicial or discriminatory action" against individuals or groups.²⁸

At the time of writing, this content remains public.



In fact, workers highlighted that the "Executive Escalations Team", tasked with handling issues of moderation enforcement with high-profile users, has also shown explicit bias. Employees reported this is an implicit purpose to ensure that "pro-Israel speech is protected". One particular user, who violated Professional Community Policies "seven-times before getting their first restriction", met with the Head of this department, Deanna Hizon, who "pushed hard to put him back on the platform" and «gave them advice on how to circumvent" policies. The user, Hillel Fuld, recorded this meeting, posting a screenshot on their profile.

Though Fuld expressly states in this post that his meeting with Hizon was "not special treatment", LinkedIn's attentiveness to 'pro-Israeli' users certainly stands in extreme juxtaposition to their treatment

²⁷ LinkedIn Professional Community Policies. 'False or misleading content'. Available at: <https://www.linkedin.com/help/linkedin/answer/a1340752/>

²⁸ LinkedIn Professional Community Policies. 'Hateful and Derogatory Content'. Available at: <https://www.linkedin.com/help/linkedin/answer/a1339812/>



of users posting content critical of Israel's action in Gaza. Whilst Fuld is afforded meetings with senior LinkedIn employees, 'pro-Palestinian' users often receive minimal information about the application of moderation standards, content take-downs and profile restrictions.

Since Fuld's account was reinstated, he has posted content inciting violence against Palestinians, equating press and medical personnel with combatants. Additionally Fuld shares links to his YouTube channel where he legitimises violence against civilians, generally amplifying official Israeli narratives. These posts surely violate Professional Community Policies, namely 'Violent and graphic', 'False and misleading' and 'Hateful and derogatory content'. This is a potent example of the double standards at LinkedIn. Pro-Israeli users receive guidance and publicised assistance, meanwhile, pro-Palestinian users receive punitive moderation, referencing opaque Community Policy clauses, concluding with the suppression of their digital rights.



Hillel Fuld meets Deanna Hizon, Head of Executive Escalations at LinkedIn to discuss his initial restriction for violating LinkedIn's Professional Community Policies.

This is illustrative of the preferential treatment given to Israeli (or pro-Israeli) users. Whilst Palestinians and their advocates have seen lower thresholds for Professional Community Policy enforcement, Israeli users are able to meet with senior members of LinkedIn to discuss moderation.





Posted after Fuld's conversation with Hizon. The individual regularly legitimises violence against Press and Medical Professionals. Often perpetuating dangerous false claims that equate them to combatants.

Professional community policies, outlined on LinkedIn's website, stipulates that any content that they would "remove specific claims, presented as fact, that are demonstrably false or substantially misleading and likely to cause harm".

These posts illustrate LinkedIn's failures to remove content that legitimises violence enacted upon medical professionals and members of civil society. Certainly, this content likely violates the 'False or misleading content' policy at LinkedIn.²⁹

Additionally, this post surely violates the 'Violent and graphic content' policy which "incites or promotes violence".³⁰



29 LinkedIn Professional Community Policies. 'False or misleading content'. Available at: <https://www.linkedin.com/help/linkedin/answer/a1340752/>

30 LinkedIn Professional Community Policies. 'Violent and Graphic content'. Available at: <https://www.linkedin.com/help/linkedin/answer/a1336770/>

Fuld's content regularly mirrors that of official Israeli state narratives. In this video, Fuld states that Palestinians "need to pay the price for voting for Hamas". Brazenly endorsing ethnic cleansing, suggesting that the 2 million residents of Gaza "could go to Egypt" and "incites or promotes violence" against Palestinians.

This video is illustrative of the double-standards deployed by LinkedIn. Whilst links to external articles describing the reality of Israeli airstrikes in Gaza receive 'sensitivity warnings', links to content actively endorsing ethnic cleansing remains on the platform.





In this post, Fuld rejects the notion that Israeli forces have intentionally killed civilians, while implying the Gazan civilians may have been killed for legitimate reasons. This user, again, questions the existence of civilians and legitimises the targeting of them in Gaza.

These posts are surely in violation of 'Hateful and derogatory content policies'.

Hillel Fuld • 319k
Global Speaker, Tech Columnist, and Startup Marketing Ad...
2mo • 🌐

+ Follow

Here's a hard rule with zero exceptions.

If someone claims that the IDF intentionally killed a civilian, 100% of the time, it is a lie.

Either no such event took place, it wasn't a civilian, or in some tragic cases, it wasn't intentional.

Just because someone is claiming there was a massacre, doesn't mean it happened.

Just because someone is claiming someone is a civilian, doesn't make it so. (Even if that person is wearing a press jacket or a pair of scrubs.)

And just because someone innocent is indeed killed doesn't mean it was intentional. That's kind of something that tragically happens in war and Hamas banks on it.

If someone can teach the IDF how to fight a war against an enemy who aims to maximize innocent death and do it without any innocent people dying, I'll personally introduce that person to the higher ups in the IDF.

The IDF has never, and would never intentionally kill an innocent person.

There are no exceptions to this rule.

And one more thing.

When you perpetuate this lie that Israel kills innocent people intentionally, you are **DIRECTLY** playing into Hamas' propaganda.

They literally put humans (often women and children) in harm's way so they are 'martyred', and then you tell the world it's Israel's fault.

So not only are you lying about Israel, you are supporting Hamas, showing them that their strategy works, and encouraging them to use more human shields, preferably women and children, so the world can maximize their vilification of Israel.

You are directly causing more innocent death.

Good we cleared that up.

(Exhibit A: A "Palestinian" father sending his young child to...)

Well, watch what he does. It's sick!

The fundamental problem here is that the west continues to assume that everyone in the world shares their value system including a parent's instinct to protect their children. Radical Islam does not share that value, or any of our values, for that matter.

Israel never killed an innocent civilian intentionally.

Not in this war, not in any war.

Not in Gaza.

Not in Judea and Samaria.

Not in Lebanon.

Not in Syria.

Not in Yemen.

Not in Iran.

Not anywhere.

Israel goes to lengths that no other army has, or would go to protect innocent lives.

That is a fact.

Anyone who says otherwise is lying.

Period. Full stop!





Conclusions

Given that the ICJ has found South Africa's genocide case against Israel to be plausible, and that a UN Commission found that Israel is committing war crimes and extermination, a crime against humanity, LinkedIn and Microsoft should be concerned about their role.³¹ UNGP stipulates that corporations must address the "adverse human rights impacts" of the activities taking "adequate measures for their prevention, mitigation and ... remediation" and should consistently assess their impact by "carry[ing] out due diligence". Importantly, Article 23 stresses that these obligations are only heightened during armed conflicts. In particular, social media companies "risk being complicit in gross human rights abuses committed by other actors" as they become influential arenas for news, information and opinion.³² This is an established and well-documented notion, as illustrated by Amnesty International's 2022 report on Facebook's influence in Myanmar: Meta was profiting from "its hate-spiralling algorithms".³³ It described how the corporation "failed to conduct appropriate human rights due diligence" and displayed "inflammatory content — including that which advocates hatred and constitutes incitement to violence". Certainly, LinkedIn risks similar judgement in respect to Israel's genocidal actions in Gaza.

Plainly, beyond breaking their own commitments to build a "safe, trustworthy, and professional" platform that "advances human rights", LinkedIn is surely violating their obligations to UNGP.³⁴ Users, in conjunction with tech-workers, have illuminated rife anti-Palestinian bias, creating ripe conditions for the derogation of usual moderation standards specifically for content related to the ongoing genocidal campaign. Squeezing solidarity and silencing dissent, application of moderation policies has degraded

31 Report of the Independent International Commission of Inquiry on the Occupied Palestinian Territory, including East Jerusalem, and Israel (A/HRC/5910). (26/th June 2025. Available at: <https://www.un.org/unispal/document/israeli-attacks-on-educational-religious-and-cultural-sites-in-the-occupied-palestinian-territory-amount-to-war-crimes-and-the-crime-against-humanity-of-extermination-un-commission-says/>

32 United Nations Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect, and Remedy Framework". OCHR 2011. Available at: https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

33 'Myanmar: Facebook's systems promoted violence against Rohingya; Meta owes reparations - new report'. Amnesty International. 29th April 2022. Available at: <https://www.amnesty.org/en/latest/news/202209/myanmar-facebooks-systems-promoted-violence-against-rohingya-meta-owes-reparations-new-report/>

34 LinkedIn Professional Community Policies. Available at: <https://www.linkedin.com/legal/professional-community-policies>



users' ability to exercise "that external dimension" of free expression and opinion, guaranteed under ICCPR Article 19.³⁵ In attempts to silence internal criticisms of bias, LinkedIn has deployed underhanded methods to isolate and punish tech-workers, potentially violating their right to organise under ILO CO87.³⁶

Executives "advising users on how to circumvent" Professional Community Policies, re-instating the profiles of those actively defending actions widely considered to contribute to genocide, certainly infringe on protecting Palestinian rights enshrined rights under Article 2 of the UDHR.³⁷ Additionally, with these users promulgating Israeli state narratives, often calling for or supporting ethnic cleansing, they risk violating ICCPR Article 20, which prohibits "any propaganda for war" and "any advocacy of national, racial, or religious hatred constituting incitement".³⁸

It is vital to note: these actions do not exist in isolation to Israel's war and genocide in Gaza, but form a crucial mechanism in its continuation. The effect of these policy decisions has seen that dissent, directed against Israeli policies, has been tightly restricted on the platform. Narrowing the parameters of acceptable discourse, LinkedIn's policies delegitimises humanitarian advocacy and allows for the continued dehumanisation of Palestinians. Such inaction arguably contributes to a climate of desensitisation, where incitement and dehumanisation have become normalised.

35 Khan, I. 'Disinformation and freedom of expression'. Report of the Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression. Human Rights Council. 12th August 2022. Available at: https://digitallibrary.un.org/nanna/record/3925306/files/A_HRC_47_25-EN.pdf?withWatermark=o&withMetadata=o®isterDownload=1&version=1

International Covenant on Civil and Political Rights, General Assembly resolution 2200A (XXI). Adopted 16th December 1996. Available at: <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-civil-and-political-rights>

36 Freedom of Association and Protection of the Right to Organise Convention. CO87. Adopted 9th July 1948. Available at: https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312232

37 Universal Declaration of Human Rights. General Assembly resolution 217A. Adopted 10th December 1948). Available at: <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

38 International Covenant on Civil and Political Rights, General Assembly resolution 2200A (XXI). Adopted 16th December 1966. Available at: <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-civil-and-political-rights>



Recommendations

To LinkedIn & Microsoft:

- » Conduct a Human Rights Impact Assessment of moderation practices on LinkedIn since October 2023, focusing on content moderation related to suppression of Palestinian advocacy and the impact on users.
- » Improve transparency around content takedowns, sensitivity warnings, and account restrictions.
- » Provide users with clear explanations and effective appeal mechanisms.
- » Ensure consistency in moderation policies, particularly when handling political speech, criticism of states, and advocacy around human rights.
- » Address internal bias by establishing independent reporting channels for employees and reviewing recent cases of retaliation of discrimination.

To Policymakers & Regulatory Bodies:

- » Hold platforms accountable under digital frameworks, such as the EU Digital Services Act, ensuring platforms respect freedom of expression and protect against discriminatory enforcement.
- » Mandate independent audits of online platforms during periods of crisis or armed conflict, with specific attention to the disproportionate silencing of marginalised communities.
- » Support stronger international frameworks to govern tech company complicity in human rights violations, including through UN mechanisms, sanctions, or licensing requirements for public sector contracts.

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