

Congregation Beth Israel Code of Conduct DRAFT

Policy:

Congregation Beth Israel is an inclusive congregation that demonstrates respect for the needs of all. We are guided by the principle of Kavod (Honor and Respect) and adhere to the policies and values of our congregation. Through worship, learning, and a concern for social justice, we strive to better ourselves, our community, and the world at large. Our Jewish values embody the teaching that every human being is created in the image of God (b'tzelem Elohim). In the spirit of this core Jewish value, every individual who participates in events within Congregation Beth Israel – including congregants, clergy and lay clergy, guests and visitors, and all others – will be valued and treated with respect. Every participant, whatever their role, has a right to a safe and inclusive experience, and treatment and interaction that is fair, honest, dignified, and nonjudgmental. Every participant equally has the responsibility to ensure that others have a safe and inclusive experience by treating them and interacting with them in a fair, honest, dignified, and nonjudgmental manner.

Key areas of concern include, but are not limited to, discrimination, bullying, and sexual harassment or misconduct, and respect for a Jewish environment.

1. Discrimination

Congregation Beth Israel does not tolerate, in any form or at any time, discrimination or offensive behavior or acts against anyone in our community or participating in our events. This includes but is not limited to actions taken against others based on their race, age, religion, disability, marital status, veteran status, nationality, sexual orientation, gender, gender identity or expression, physical appearance, size, ethnicity, origin, religion, class, or any other identity.

2. Bullying

Bullying is hostile behavior, either as a single act or repeated over time, committed with the intent to degrade, humiliate, or oppress another person. It may include:

- Verbal behavior such as making threats, inappropriate sexual comments, denigrating a person's identity, and taunting;
- Misbehavior such as spreading rumors and purposeful exclusion.
- Physical behavior that involves hurting another individual's body or damaging possessions.
- Cyberbullying, such as persistent, unwanted texts, phone calls, or social media messages, or posting private, personal information of others online.

Bullying typically involves a real or perceived power imbalance, such as using popularity, position, physical strength, or access to embarrassing information in order to control or harm others. Thus, it is important to note that while bullying will not be tolerated, respectful disagreement and good-faith critiques of one's work and activities, even if sometimes harsh, are not bullying. Individuals' ability to disagree and/or share ideas and concerns openly and without reprisal must not be compromised and will be respected and protected.

3. Sexual Harassment and/or Misconduct

We are responsible for ensuring that personal and sexual boundaries in children and adults are respected in our relationships with others. Sexual harassment includes nonconsensual sexual advances, requests for sexual favors, and other unwelcome verbal, physical, or visual conduct of a sexual nature. Such conduct creates an intimidating, hostile, or offensive environment and will not be tolerated.

4. Respect for a Jewish environment

Congregation Beth Israel is a place of Jewish worship, learning, and gathering, and we have a collective responsibility to ensure that our environment upholds these activities. This includes:

- Respect sacred spaces and sacred materials (Torahs and other ritual objects, prayerbooks, etc);
- Do not damage, deface, misappropriate, or otherwise harm the synagogue or its contents.
- Uphold guidelines for Jewish law and practice around specific events as requested by CBI or event organizers (e.g. Kashrut);
- Do not proselytize for other religions.

How to Report a Violation

To report a violation of this Code of Conduct please contact a member of the Board of Directors using the Google [contact form](#) <URL> or directly via email. The Board of Directors will determine what, if any, response is appropriate, up to and including revocation of membership.

Adapted from Code of Conduct of Congregation Beth Israel of Bellingham WA