



Old York Road Temple-Beth Am

Code of Conduct

To fulfill Old York Road Temple-Beth Am's mission of living "our Jewish values in sacred community, mindful of the many pathways of Jewish living and expression," we treat all members of our community with respect, compassion, kindness, and dignity. Our Code of Conduct is meant to guide how we interact with each other as participants in this sacred community or outside the synagogue in an official capacity.

We are all created in the image of God.

We respect the dignity and worth of everyone who engages with our community. This includes but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability. We endeavor to create an environment where all who participate in our community feel a sense of belonging, with the expectation that ideas and concerns can be openly stated and responded to with respect.

We are all responsible for one another.

We want to ensure that everyone engaging with our community feel safe, respected and to treated without bias. We do not tolerate harassment, discrimination, or other acts or behaviors that exploit the vulnerability of another, take advantage of power imbalance, compromise one's moral integrity, or create an intimidating, offensive, abusive, or hostile environment. We will work to protect those who appear to be the victims of abuse or neglect and other types of domestic violence.

We are thoughtful with our words and actions.

Honest and respectful in our interactions with one another. We oppose bullying, including any unwanted behavior that degrades, humiliates, or causes fear to another. Verbal, physical, or cyberbullying is never acceptable. We try to limit disagreements only to principles and priorities, not personalities. We use appropriate forms of speech, avoiding sexual innuendo and inappropriate physical contact and gestures.

We are a sacred community.

We act in fulfillment of our sacred vision: Living, Learning, Leading Judaism. When acting as an employee, lay leader, or volunteer, we act in our community's best interest. We refrain from using one's status within the community for personal advantage or benefit.



Addressing Violations of the Code of Conduct

The process for addressing alleged violations of the Code of Conduct will balance the Jewish principles of judgment (din) and compassion (rachamim).

All individuals will be responded to with sensitivity, discretion, and compassion. Judgment will be withheld pending completion of a full investigation. During information gathering and/or consideration of a resolution for an ethics violation, the committee shall bear in mind that, as a sacred community, healing and reconciliation are important goals to achieve.

Alleged violations of the Code of Conduct should be directed to the Synagogue in-house counsel, President, Senior Rabbi, or Executive Director who will then direct it to the Ethics Committee. If the alleged complaint pertains to any of the above referenced four, they will be informed at such time as is appropriate to do so in the process set forth below.

The Committee will reach out to the Complainant within 10 days of receipt of the Complaint. The investigators will build an investigation plan including a timeline and who needs to be informed of the complaint. The timeline will be communicated to the Complainant. The investigation will be conducted in a fair, equitable & confidential manner.

- The results of the investigation and the recommended resolution will be shared with the President.
- The President will share the outcome of the investigation with the Complainant to the extent necessary and appropriate, after the executive committee has been notified.
- The investigation determination is final and will be consistent with the synagogue by-laws. The President may in his/her discretion, and with majority vote of the Executive Committee, amend or modify the recommended resolution. There shall be no appeal rights to the investigation determination. Retaliation, in and of itself, will be considered a violation of Old York Road Temple-Beth Am's Code of Ethics