BET CHAVERIM CODE OF CONDUCT & ETHICS

Effective Date: March 1, 2024
Replaces: n/a
Date Approved by Board of Directors: February 14, 2024

Policy: Bet Chaverim is a Jewish community that exists in the context of our people's covenantal relationship with God. Ours is a vibrant congregation, guided by tradition, grounded in the modern world, and infused with the sacred values of our faith.

We are guided by the principle of Kavod (Honor and Respect) and adhere to the policies and values of our congregation.

Jewish tradition teaches that every person is created *B'tzelem Elohim*, in the Divine image. In the spirit of this core Jewish value, every individual who participates in events within Bet Chaverim – including congregants, presenters, vendors, guests, and all others – will be valued and treated with respect. Every participant, whatever their role, has a right to:

- A safe and inclusive experience
- Treatment and interaction that is
- Fair
- Honest
- Dignified
- Nonjudgmental

Key areas of concern include, but are not limited to:

Discrimination
Bet Chaverim 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, class, political opinions, or any other identity.

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, 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 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.

Sexual Harassment or Misconduct
We are responsible for ensuring that personal and sexual boundaries are respected in our relationships with others. Sexual harassment includes unwelcome sexual advances, unwelcome 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.

Ethics & Conflicts of Interest

Synagogue partners should avoid conflicts of interest and the appearance of conflicts of interest. Those in positions of authority and influence, including members of the board, officers, and staff members, must conduct all congregational business in a manner that is morally, ethically, and fiscally of the highest order and can bear public scrutiny at all times. Decisions of the board, officers, and staff must always be guided by the policies of the synagogue and in its best interests.

Wherever possible, conduct should be based solely on the best interests of the synagogue under applicable laws and regulations. Actions should not be influenced by personal considerations or the appearance of such factors.

How to Report a Violation

To report a violation of this Code of Conduct & Ethics, contact the Executive Committee … President, Vice-President, Secretary, and Treasurer. If the complaint is regarding any of the officers of the congregation, contact the Rabbi all officers not involved in the complaint.

In order to prevent imminent and substantial harm to affected persons or the synagogue, confidentiality shall be maintained throughout any Committee process to the extent practicable and consistent with thorough assessment and resolution of the matter. No person shall disseminate any information regarding a complaint or the facts and circumstances relating to such matters, except as necessary to conduct a fair, adequate, and timely investigation.

No person who in good faith reports or assists in the investigation of a violation of the Code of Conduct & Ethics (Code) shall suffer retaliation, harassment, or adverse employment consequences. Retaliation against any person who makes or is involved with investigating a good faith report of unethical conduct under the Code is itself unethical conduct in violation of this Code and will be investigated as such.