

# Congregation Beth Israel

## Member Code of Conduct

**Effective Date:** July 1, 2022

**Replaces:** 2011 Membership Status Resolution

**Date Approved by Board of Directors:** May 10, 2022

**Reference:** CBI Bylaws Section 2.2

**Policy:** Congregation Beth Israel is a Jewish community that exists in the context of our people's covenantal relationship with God. Ours is a vibrant, multi-generational 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 Congregation Beth Israel – including congregants, staff, 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, bullying, and sexual harassment or misconduct.

### **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, political opinions, 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, 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 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.

### **How to Report a Violation**

To report a violation of this Code of Conduct please see the Grievance Policy. Please note that the behavior of CBI employees is governed by the CBI Employee Handbook; the behavior of contractors by their Independent Contractor Agreement.