

## TEMPLE BETH AM

### CODE OF ETHICS

(Adopted [September 10, 2024])

Temple Beth Am is a nurturing and caring Reform congregation that is committed to Jewish continuity, life-long education, spiritual renewal, life-cycle transitions, Shabbat and holy day celebrations. Beth Am prides itself on being a sacred space that serves as a spiritual home for all who enter its doors. As such we are committed to upholding the following Code of Ethics to ensure that all who are a member of this holy congregation understand the rules of engagement and agree to abide by them as a criteria to maintaining membership.

#### **Honesty (Yosher)**

\*We promote open and honest communication that allows for addressing differences constructively and between the parties involved.

\*We protect the confidentiality of privileged information either about an individual or the synagogue and do not disclose it without permission. This includes personal or professional information about employees as well as congregants including employment details, health, financial status or family matters.

\*We respect the effort of others and do not take credit for their work.

\*We recognize, respect and protect the intellectual property rights of our synagogue and others. We obey copyright laws governing the use of published materials.

\*We are transparent, open and accountable on all decisions regarding synagogue related matters without divulging information that would be harmful to a third-party including applicants for open positions.

#### **Honor (Kavod)**

\*We always act in the synagogue's best interest especially when we are engaged to act on its behalf. In addition, we always consider the Synagogue's reputation based on our relationship with Temple Beth Am even in our personal dealings in the community. Of primary importance is the good name we have worked hard to establish.

\*We refrain from using one's synagogue position for personal advantage or benefit in any way. Any hiring or firing, rewarding or punishing staff or volunteers, and awarding or denying contracts shall be totally free from personal considerations such as favoritism, nepotism or bribery.

\*We conduct financial matters related to the synagogue with complete transparency and honesty. We shall refrain from financial impropriety in decisions regarding restricted, committed and discretionary funds.

\*We are bound by sacred obligation to uphold financial agreements and commitments made with the synagogue. If a change in personal circumstances occurs, we will inform those charged with managing synagogue finances and make appropriate arrangements.

\*We conduct employment practices and related decision-making in an ethical and legal manner. We establish and enforce the appropriate policies and procedures to protect the employees of the congregation, such as fair employment policies, grievance reporting and conflict resolution procedures.

\*We understand that it is incumbent upon us as a sacred community to treat all members with respect and dignity letting them know they are “significant” and worthy of recognition and good treatment.

\*We take care in our communications, both public and private, to avoid any disparaging or degrading remarks about the Synagogue in general or individuals in particular.

### **Holiness (K’Dushah)**

\*Temple Beth Am welcomes all who wish to engage with our sacred community.

\*We embrace everyone without regard to religious background, age, ability, race, ethnicity, nationality, gender, gender identity, sexual orientation, marital status or socioeconomic status.

\*We strive to make all who participate in our community feel a sense of belonging with the expectation that their ideas and concerns can be openly stated and responded to with respect.

### **Justice (Tzedek)**

\*Temple Beth Am believes that all of Israel is responsible for one another. (Kol Yisrael arevim ze bazeh).

\*Everyone who enters our sacred space or engages with our members has the right to feel safe and respected. We are morally and ethically responsible for one another. We commit to serve as ambassadors of integrity when we engage with all members of our global community, including those from every race, religion and national origin.

\*While Jewish principals of justice serve as a baseline of acceptable conduct, Synagogue partners and guests are expected to conform their behavior to a minimum threshold as follows:

-We will not tolerate inherently unethical behavior.

-We strive to protect those who appear to be the victims of abuse or neglect, including spousal, child, verbal or physical abuse or other types of domestic violence.

-We do not tolerate acts or behaviors, implicit or explicit, that exploit the vulnerability of another, take advantage of power imbalance or might compromise one's moral integrity or create an intimidating, offensive, abusive or hostile environment.

-We will not tolerate abusive, harassing, discriminatory, or bullying behavior, especially from those in a position of authority.

-We respect personal boundaries, including those related to romantic and sexual matters.

\*We will not tolerate sexual harassment or misconduct including but not limited to:

-Sexual abuse, including of a child.

-Sexual activity with a person who is legally incompetent or otherwise unable to give consent.

-Physical assaults or violence, or any attempt to commit such act.

\*We do not tolerate conduct that interferes with a person's work or volunteer performance or creates an intimidating, hostile, and offensive work environment, including but not limited to:

-Making sexual advances, requests for sexual favors, and other verbal physical, written or visual conduct of a sexual nature.

-Setting or communicating, implicitly or explicitly, expectations of a sexual favor as a condition of a person's employment, role or favor within the community.

-Unwanted, intentional physical contact.

-Possession of or sharing of pornographic or sexually explicit material.

-Unwelcome sexual activities, advances, comments, bullying, electronic communications, stalking or invasion of privacy.

-Direct or implied threats that submission to sexual advances will be a condition of employment, promotion, or affiliation with the Synagogue.

\*We commit to listening and responding appropriately to allegations or discovery of behavior that violates the tenants as set forth above

## **Compassion (Rachamim)**

Temple Beth Am embraces the fundamental value of performing acts of lovingkindness (g'milut chasadim)

\*We treat others with respect, dignity, fairness and compassion.

\*We refrain from derogatory speech, negative talk, gossip and slander, whether in person or on social media.

\*We oppose bullying, including any unwanted behavior that degrades, humiliates or oppresses another. Verbal, physical or cyberbullying is not acceptable.

\*We assume the best and not the worst in people.

\*We speak up and stand up for others in our community.

If you have been exposed to or are a witness to any unethical behavior please contact Temple Beth Am's Executive Director, President or Rabbinical staff to report the incident.