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## Code of Conduct

*This is based on SRE Network's Code of Conduct.*

[Organization Name] is committed to creating an environment that exemplifies the Jewish values of *kavod habriot* (human dignity), and *hinuch* (learning) and the Talmud's teaching that *kol yisrael arevim zeh bazeh*, that "all Israel is responsible for one another" (Shavuot 39a). Jewish tradition recognizes that every person is created in the Divine image and should be treated as such. The Jewish values of repairing the world, mutual responsibility, and not standing idly by while others are being harmed are fundamental to the creation, implementation, and upholding of this Code of Conduct.

[Organization Name] is dedicated to creating a harassment-free environment for all participants at online and in-person events, including event registrants, staff, speakers, vendors, and volunteers. Harassment, as outlined below, is considered by [Organization Name] to be a serious form of professional misconduct.

This Code of Conduct is established to promote safety and respect in all of our activities. We expect all participants at [Organization Name] activities to abide by this policy in all venues, including ancillary events and unofficial social gatherings.

### **The following behaviors are expected of participants at [Organization Name] events:**

- Exercise consideration and respect in your speech and actions;
- Refrain from demeaning, discriminatory, or harassing behavior and speech;
- Be mindful of your surroundings and of your fellow participants;
- Alert conference leadership if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem minor.

### **The following behaviors do not belong at [Organization Name] events:**

- Harassment that discriminates against a specific group of people based on age, race, sex, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital status, domestic status, or parental status (hereafter, simply harassment);
- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical or virtual contact;
- Abuse of power (including abuses related to position, wealth, race or gender);
- Yelling at, threatening, or bullying speakers or attendees;
- Any significantly disruptive conduct, including repeated interruption of a speaker or performance;
- Creation of an atmosphere of harassment or intimidation, including but not limited to stalking (whether physical or virtual);

- Conduct or communication that would offend a reasonable person, including but not limited to unwelcome attention; remarks or conduct having sexual innuendo; humor involving race, sex, or other classifications; comments intended or construed as being derogatory to an entire class of persons;
- Actual, threatened, or implied retaliation against a person for complaining about a violation of these policies or for cooperating with an investigation into a complaint.

**These are the key norms for participating in [Organization Name] events:**

- **Safety:** Environments are free from harassment, abuse, and violence.
- **Respect:** People engage one another with the Jewish value of *kavod habriyot*, which recognizes the inherent dignity of each and every person.
- **Equity:** All people are treated fairly. Meaningful pathways and access to opportunities and advancement are provided to close demographic disparities.

**We ask participants of [Organization Name] events to read and agree to the following:**

- Be present. Whether that is actively participating in the conversation, sitting or standing and taking in the information, we want you to be here in the moment with us.
- Be curious. We want you to engage with this information with an open mind, exploring on behalf of yourself and your organization so that it may be the most impactful event.
- Be self-aware. Step in, step back. Know if you are stepping in and know when you are stepping back, and do your best to be aware of your role and how often you are doing either with kindness.
- Be a conscious observer and witness to those around you, and avoid judgment.
- Be an ally to those who may need more space or support in participation.
- Be courageous in whatever way that means to you. Speak up, engage with the material with an open heart, foster new and deep connections with other individuals present in this space.
- Take care of yourself. If sensitive topics are discussed that are triggering for any reason, you are encouraged to take breaks and prioritize your mental well-being.
- Be supportive, understanding, courteous, open minded and appreciative of others and the diversity of opinion that they bring to our learning space.
- Respect confidentiality and ask for consent before sharing detailed, personal, and/or sensitive stories. Additionally, please do not take photos or videos of the various sessions or speakers at events, or post images or videos of others without their consent. The exception to this is if the purpose of the documentation is related to conduct you witness that does not align with the values of [Organization Name].
- Be mindful of your surroundings, your participants and alert the conference leadership if you notice any situation that does not align with the values of [Organization Name]. Please do so even if it feels minor.

Please contact us to report any behavior that violates this Code of Conduct. Email [email address] or call [phone number].