sre

safety respect equity

Self-Assessment Tool Questions

The following questions are included in SRE's Self-Assessment Tool

Contact Information

Name

Email

Organization Name

Phone

About Your Organization

What type of organization do you represent?

- o Synagogue or religious institution
- o Foundation or philanthropic institution
- o Jewish Community Center or communal space
- o Youth or Teen Serving Program
- o Campus serving institution
- o National network organization
- o Academic Institution
- o Other

What is the size of your organization?

- o 1-5 employees
- o 6-15 employees
- o 16-50 employees
- o 51+ employees

What is your role within the organization?

- o Board Chair
- o CEO or Executive Director
- o Other Senior Leader authorized to complete assessment
- o Representative of Senior Leader authorized to complete assessment
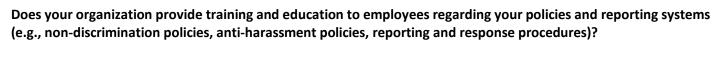
Leadership and Accountability

Have time, money and resources been allocated annually to prioritize diversity, inclusion and harassment prevention?

- o Yes
- o Somewhat
- o No

Does your workplace conduct an internal audit, climate survey, cultural assessment, or engagement survey of employees to assess and address workplace risk factors regarding discrimination and harassment?

- o Yes
- o Somewhat
- o No

Policies and Guidelines

Is your anti-harassment policy communicated to staff on a regular basis?

- o Yes
- o Somewhat
- o No

Is your anti-harassment policy easily accessible (e.g., on a website)?

- o Yes
- o Somewhat
- o No

Does your organization have a written non-discrimination policy?

- o Yes
- o Somewhat
- o No

Is your non-discrimination policy communicated to staff on a regular basis?

- o Yes
- o Somewhat
- o No

Is your non-discrimination policy easily accessible (e.g., on a website)?

- o Yes
- o Somewhat
- o No

Does your organization have written policies in place to help ensure fair and equitable hiring and advancement practices?

- o Yes
- o Somewhat
- o No

Are your fair and equitable hiring and advancing policies communicated to staff on a regular basis?

- o Yes
- o Somewhat
- o No

Are your fair and equitable hiring and advancing policies easily accessible (e.g., on a website)?

- Yes
- Somewhat
- No
-

Reporting and Response Procedures

Does your organization have a process in place whereby individuals can report discrimination or harassment?

- Yes
- Somewhat
- No

Does your organization's reporting process include multiple points of access for reporting (e.g., through CEO, direct supervisor, other manager, and/or HR department)?

- Yes
- Somewhat
- No

Does your organization have a process that requires the organization to respond to complaints of discrimination and harassment?

- Yes
- Somewhat
- No

Does your organization have a process for investigating complaints of discrimination and harassment?

- Yes
- Somewhat
- No

Are the individuals who conduct investigations into discrimination and harassment trained in conducting investigations of this nature?

- Yes
- Somewhat
- No

Are your reporting and response procedures communicated to staff on a regular basis?

- Yes
- Somewhat
- No

Does your organization provide training and education to employees regarding your policies and reporting systems (e.g., non-discrimination policies, anti-harassment policies, reporting and response procedures)?

- o Yes
- o Somewhat
- o No

Does your organization conduct other training around preventing and addressing discrimination and harassment (e.g., implicit or unconscious bias, bystander intervention, workplace civility/respectful workplaces)?

- o Yes
- o Somewhat
- o No