

Temple of Israel

Code of Conduct

Do what is right and good in the sight of the Eternal. Deuteronomy 6:18

It is the responsibility of Members of Temple of Israel to ensure that the Temple is an ethical stronghold in all its pursuits and dealings. Members are expected to adhere to the following principles:

Expectations

- Serve as role models
- Act as advocates and positive spokespersons for the Temple
- Embrace *tzedakah* (righteous action)

Accountability

- Uphold Jewish values such as fairness, respectful engagement, mutual respect, sensitivity and openness
- Act with personal honesty and integrity
- Preserve the dignity of the Temple, its members and those who serve it
- Maintain a safe and welcoming environment

Communication and Confidentiality

- Refrain from idle gossip or slanderous talk
- Respect the privacy of others
- Communicate openly and truthfully
- Express constructively, and address to the appropriate party, any discussions of policy, positions, programs or individuals
- Ensure that disagreement relates only to principle and priorities, not personalities

Respect for Others

- Ensure that everyone involved in Temple life is treated with respect
- Enable those who are connected with Temple life to reach their highest potential
- Remember and remind others that the goal is unity, not uniformity
- Ensure that the boundaries, prerogatives and expertise are respected

POLICY AND PROCEDURE FOR VIOLATIONS OF THE CODE OF CONDUCT

Policy:

The Temple of Israel shall have a written code of conduct, incorporated by reference, into the By-Laws. Alleged violations of that code by a member of the congregation shall be dealt with in a timely manner and with full due process to the identified person.

PROCEDURE:

1. A member may notify the Board of Trustees in writing as to a violation of the Code of Conduct. The Board shall promptly acknowledge, in writing, receipt of the allegation of wrongdoing.
2. The Board shall send a written notice of the allegation, by certified mail, to the identified member and provide the member with no less than 10 days to respond in writing. The Board shall invite the named member to appear before the Executive Board to address the allegation(s) against him/her.
3. Following investigation, the Executive Board shall determine if the allegation(s) are true, and further recommend whether action be taken, including reprimand, suspension or revocation of membership from the congregation.
4. The Executive Board shall present its findings and recommendations to the full Board of Trustees for approval.
5. The Board shall promptly notify the named member of its decision.
6. The Board shall also notify the identifier of the allegation(s) that a decision has been reached without divulging the nature of the decision.
7. Strict confidentiality shall be upheld by Board members during the procedures.