

## Temple Kol Ami Code of Ethics

### Our Mission Statement:

“Together we nurture connections among our people, our community, and our world through Judaism”

Temple Kol Ami is an inclusive congregation that demonstrates respect for the needs of all. Through worship, learning, and a concern for social justice, we strive to better ourselves, our community, and the world at large. We are a multi-generational, caring, and diverse Reform Jewish community that prides itself on creating warm and close relationships with our members. We strive to behave ethically and hold ourselves accountable to ensure Temple Kol Ami is a safe, welcoming, and sacred environment. This values-based code of ethics sets forth the principles and expectations for adherence to standards of conduct for our clergy, congregants, staff, visitors, and guests whether participating in a Temple Kol Ami activity in our building, online or offsite.

Holiness (K’dushah) Temple Kol Ami 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, political party 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.

Compassion (Rachamim) Temple Kol Ami embraces the fundamental value of g’milut chasadim, performing acts of loving kindness.

- We treat others with respect, dignity, fairness, and compassion.
- We refrain from derogatory speech, gossip, and slander, in person or on social media.
- We oppose hostile behavior, including any behavior that degrades, humiliates or oppresses another.

Honesty (Yosher) Temple Kol Ami expects all who engage in our community to conduct themselves in an honest manner.

- We promote open and honest communication that allows for addressing differences constructively.
- We protect the confidentiality of privileged information, either about an individual or the synagogue, and do not disclose it without permission.
- We make decisions regarding synagogue matters with transparency, openness, and accountability, unless confidentiality dictates otherwise.
- We respect the efforts of others and do not take credit for their work.
- We strive to avoid conflicts of interest (Please see our separate Conflicts of Interest Policy).

Honor (Kavod) Temple Kol Ami values acting with integrity.

- We act solely according to the synagogue's best interest when acting on its behalf.
- We refrain from using one's synagogue position for personal advantage or benefits. We refrain from hiring or firing, rewarding, or punishing staff or volunteers, and rewarding or denying based solely on personal considerations such as favoritism, nepotism, or bribery.
- We conduct financial matters related to synagogue involvement with complete honesty. We refrain from financial impropriety in decisions regarding restricted funds, committed, and discretionary funds.
- We are bound by sacred obligation to uphold financial agreements 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 enforce appropriate policies of non-discrimination.

Safety (B'tichut) Temple Kol Ami believes everyone entering our sacred space has the right to feel safe and respected, and that we will do everything we can to ensure others' safety. The Jewish principle, Kol yisrael arevim zeh bazeh, is our guiding principle and reminds us that we are morally and ethically responsible for one another.

- We do not tolerate sexual harassment, including unwelcome sexual advances, requests for sexual favors, and other verbal, physical, written, or visual conduct of a sexual nature.
- We do not tolerate acts or behaviors that exploit the vulnerability of another, take advantage of a power imbalance, compromise one's moral integrity, or create an intimidating, offensive, abusive, or hostile environment.
- We strive to protect those who appear to be victims of abuse or neglect, including spousal abuse, child abuse, verbal abuse, physical abuse, and other types of domestic violence.

This Code of Ethics is an expression of Temple Kol Ami's values and a statement of our commitment to continue to be a safe, inclusive, and sacred space for our congregants, our clergy, our staff, and our community.