

# Temple Emanu-El of San Diego, California

## Code of Ethics and Conduct

### Introduction

Temple Emanu-El of San Diego, California (Temple Emanu-El, the Temple, Temple) is a Reform Jewish community that exists in the context of the Jewish people's covenantal relationship with God based upon Torah, tradition and current values. Ours is a vibrant, diverse, multi-generational congregation, guided by tradition, grounded in the modern world, and infused with the sacred values of our faith.

Temple Emanu-El is an inclusive congregation that demonstrates respect for the needs of all. Through worship, learning, and a concern for active engagement in social justice, we strive to better ourselves, our community, and the world at large.

Our Jewish values embody the teaching that every human being is created in the image of God (*b'tzelem Elohim*). We therefore strive to hold ourselves to the highest standards of personal integrity, social responsibility, and human decency. When we behave ethically and hold ourselves accountable, we believe Temple Emanu-El is a safer, more welcoming, and sacred environment in which we can all thrive together as a community.

This value-based Code of Ethics and Conduct shall set forth the principles and expectations for adherence to standards of conduct for our clergy, congregants, staff, visitors, guests, vendors, contractors and anyone else whether participating in or interacting with the Temple in any activity, contract and/or contact of any nature that is onsite, online, or offsite. Consequences of any violation of this Code may affect the rights, obligations and privileges of the person(s) or organization(s) violating it. Which may include but are not limited to expulsion or suspension.

It is intended that this Code of Ethics and Conduct complies with all State and Federal laws and regulations, which laws and regulations shall control in the event of any conflict. All Temple obligations, acts, conduct or absence of such, as set forth below shall be based upon a "what is reasonable under the circumstances" standard unless such State and or Federal laws or regulations mandate otherwise.

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#### **Exemplify Holiness (*K'dushah*)**

The Temple Emanu-El community 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.

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

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

The Temple Emanu-El community expects all who engage and participate 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 Temple, and do not disclose such information without permission. This may include personnel information such as employment status, compensation, and performance review, as well as personal information about an individual's health, financial status, or family matters.
- ✧ We respect the efforts and ideas of others and do not take credit for their work.
- ✧ We recognize, respect, and protect the intellectual property rights of our Temple and others. We honor copyright laws governing the use and distribution of published materials.
- ✧ We make decisions regarding Temple related matters with transparency, openness and accountability, unless confidentiality or other applicable considerations dictate otherwise.

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

The Temple Emanu-El community values acting with integrity.

- ✧ We act according to the Temple's best interest when acting on its behalf.
- ✧ We refrain from using one's Temple position for personal advantage or benefit.
- ✧ We conduct financial matters related to the Temple with honesty.
- ✧ We uphold financial agreements made with the Temple. Informing those in charge if there is a change in personal circumstances.

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- ✧ We conduct employment practices and related decision-making in an ethical and legal manner.

### **Compassion (*Rachamim*)**

The Temple Emanu-El community 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 whether in person, by video, cell, online or otherwise.

### **Justice (*Tzedek*)**

The Temple Emanu-El community believes everyone entering our sacred space has a right to feel safe and respected, and that we are morally and ethically responsible to assist in achieving that (*kol yisrael areivim zeh bazeh*).

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

You are encouraged to become familiar with this Code of Ethics and Conduct as it may affect your rights, obligations and privileges as a member of the Temple Emanu-El community.

Keyn Yehi Ratzon