

## CONGREGATION KOL AMI ETHICS CODE

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, and to hold ourselves to the highest standards of personal integrity, social responsibility, and human decency.

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 when participating in Kol Ami-related activities (in our building, online, or offsite.) It reflects Kol Ami's continued commitment to provide a safe, inclusive, and sacred space for all who engage in our community.

### Exemplify Holiness (Kedusha) and Compassion (Rachamim)

Kol Ami welcomes all who wish to engage with our sacred community.

- We value everyone who enters our community.
- We embrace everyone without regard to religious background, age, ability, race, ethnicity, nationality, gender, gender identity, sexual orientation, marital status, or socioeconomic status.
- Our community strives to embrace the individual as well as the congregation as a whole, and imbue a sense of belonging with the expectation that everyone's ideas and concerns can be openly stated and responded to with respect.
- We express openness and willingness to engage with and support one another's work.
- We treat each other with respect, dignity, and fairness in accordance with the Jewish value of derech eretz (decency and respect).
- The Kol Ami community is enriched by the efforts of all members. We expect all of our members to be receptive to and appreciative of the time, talent and energy offered by other members for Kol Ami-related projects and activities.

### Honesty and Integrity (Yashar)

Kol Ami values and expects all who engage in our community to conduct themselves in an honest manner with personal and professional integrity.

- We promote open and honest communication that allows for addressing differences constructively.
- We conduct all financial affairs with honesty and integrity and refrain from financial impropriety.
- We conduct all congregational business in a manner that is morally, ethically, and fiscally responsible and in the best interest of Kol Ami, in compliance with applicable laws and regulations.
- We make decisions regarding synagogue-related matters with transparency, openness and accountability, unless confidentiality dictates otherwise

- We protect confidential information, both concerning individuals as well as Kol Ami, and do not disclose such information without permission, unless required by law.
- We recognize, respect, and protect the intellectual property rights of our synagogue and others. We obey copyright laws governing the use and distribution of published materials.

### Honor (Kavod)

Kola 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 benefit. For example, we refrain from hiring or firing, rewarding or punishing staff or volunteers, and awarding or denying contracts based solely on personal considerations such as favoritism, nepotism, or bribery.
- We conduct financial matters related to synagogue involvement with complete honesty. For example, we refrain from financial impropriety in decisions regarding restricted, 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 establish and enforce the appropriate policies and procedures to protect the employees of the congregation, such as fair employment policies, grievance reporting, and conflict resolution procedures.

### Safety (B'tiychut) and Justice (Tzedek)

Kol Ami believes everyone entering our sacred space has the right to feel safe and respected.

- We do not tolerate sexual harassment, or harassment in any form.
- We oppose hostile behavior in all forms (verbal, physical, or cyber), including any behavior that degrades, humiliates, or oppresses another.
- We strive to protect those who appear to be the victims of abuse or neglect or injustice.

Should you have any questions regarding Kol Ami's Ethics Code or believe conduct has occurred that is not in compliance with this Code, please contact any one of the following: the Ethics Committee or its Chair, the Co-Presidents, the Executive Director or their staff, the Rabbi(s) or a member of the Board of Trustees.