



Yeshurun Hebrew Congregation Code of Conduct

introduction

Yeshurun Hebrew Congregation has been established for over 55 years and has an enviable reputation for friendliness and a very welcoming atmosphere.

At the centre of our success is our modern strongly inclusive approach, together with a fully democratic attitude covering the many aspects involved in the running of the synagogue.

Yeshurun welcomes anyone and everyone that wishes to engage with the Synagogue in a positive way. We are an inclusive and engaging community and aim to welcome everyone and operate on a basis of equality and mutual respect.

Yeshurun has a duty of care to all users of its facilities – members, staff and visitors – and nobody should be made to feel unwelcome, uncomfortable or unsafe.

ALL users of Yeshurun's facilities should expect that:

- No-one will be harassed, abused or intimidated either verbally or physically;
- Everyone will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability or age;
- At all times, people's feelings will be valued and respected. Language or humour that people find offensive and unwelcome will not be tolerated.

We therefore ask everyone who visits our buildings and participates in our religious services and social activities, together with those who are involved in the operation and organisation of the Synagogue to follow the Code of Conduct set out below.

Code of Conduct

This Code of Conduct requires ALL users (members and visitors) of Yeshurun's facilities to:

- refrain from disrespectful and offensive language and behaviour at all times;
- avoid inappropriate physical contact and gestures
- not condone, or allow to go unchallenged, any form of discrimination
- not threaten or bully and to express oneself in a way that respect the views and safety of others and their privacy
- respect how services, functions and activities are delivered at Yeshurun; and
- respect and avoid damage to each other's property and the Synagogue building and its contents.

If a member or visitor has any feedback or suggestions as to how Yeshurun's activities can be improved, this should be delivered in a considered and respectful way.

Incident Management

All incidents of harassment or inappropriate behaviour should be reported immediately. You can do so by contacting The Rabbi, Chairman, any member of the Board or the office. All such incidents will be treated very seriously and in confidence.

In all cases, an amicable and acceptable resolution will be sought. If a matter cannot be resolved in an amicable and acceptable way with an undertaking that the actions will not be repeated, one or more of the following steps may be taken. The person or persons concerned:

- will be given a written warning.
- may be temporarily excluded from the synagogue buildings for a defined period;
- in the case of serious or repeat offences, may be permanently excluded from the synagogue buildings and/or will be the subject of a recommendation that membership be revoked in accordance with Clause 89 of the Yeshurun Constitution.