

# Sha'arei Tsedek North London Reform Synagogue



## CODE OF CONDUCT

### Key Principles

Sha'arei Tsedek North London Reform Synagogue is an inclusive and engaging Reform community. We aim to welcome everyone and operate on a basis of equality and mutual respect.

Sha'arei Tsedek North London Reform Synagogue 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.

Everyone deserves respect and to be able to enjoy the peace, friendship and facilities of Sha'arei Tsedek North London Reform Synagogue without disturbance.

### Code of Conduct

This Code of Conduct requires **ALL** users (members and visitors) of Sha'arei Tsedek North London Reform Synagogue's facilities to take all reasonable steps to:

- refrain from disrespectful and offensive language and behaviour at all times;
- refrain from sending any disrespectful or inappropriate communications verbally face to face, by phone or via email or social media;
- respect the safety of others.
- respect how services, functions and activities are delivered at Sha'arei Tsedek North London Reform Synagogue; and
- avoid damaging the building and the property of other users.

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

In addition, **ALL** users of Sha'arei Tsedek Reform Synagogue's facilities can expect the following:

- 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.

## Incident Management

All incidents of harassment or inappropriate behaviour should be reported immediately. You can do so by contacting a member of the Board, the Rabbi 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 by way of an amicable and acceptable apology and an undertaking that the offence will not be repeated, the following action will be taken:

- The offender will be given a written warning.
- If there is a repeat offence, the offender will be barred from Sha'arei Tsedek North London Reform Synagogue's facilities for a defined period.

## Complaints

In the event that you wish to submit a complaint, our procedure can be found on our website: [www.shaarei-tsedek.org.uk/our-policies/](http://www.shaarei-tsedek.org.uk/our-policies/)

Date: 3 March 2023

Next Review: 3 March 2024