Commitment to safe, respectful and equitable Jewish workplaces and communal spaces.

As adopters of this Commitment, we promise to implement comprehensive standards in our organizations and communal spaces to achieve the goals of safety, respect and equity.

RECOGNIZING that no community, including our own, is immune from sex- and gender-based bias and misconduct;

EMBRACING our ethical responsibility to honor the dignity of every individual who enters a Jewish communal space or workplace;

DESIRING to elevate these issues to a primary concern of the broader community and address them through urgent and immediate action;

ASSERTING the need for individuals of all backgrounds in Jewish organizations, whether professional, volunteer or participant, to help prevent and respond to discrimination and harassment;

ELEVATING the necessity for all targets of discrimination and abuse to have a safe, confidential and accessible method to lodge their claims;

AFFIRMING the need to respond swiftly and responsibly to reported incidents of discrimination or harassment;

ENSURING that all claims are properly investigated and handled in an impartial and non-retaliatory manner;

EMPHASIZING that witnesses to abuse and discrimination are encouraged to speak up rather than stand by idly;

PRIORITIZING the well-being of targets of abuse, including creating environments where they can safely and comfortably speak out and take steps to have their needs met;

STRIVING to foster organizational and communal cultures where all individuals have equal opportunities for hiring and advancement as professionals and volunteers;

BELIEVING that transparency and accountability are essential elements of healthy organizations and communities;

SEEKING to effect change at the leadership, organizational and community-wide levels to do everything possible to guarantee that all Jewish workplaces and communal spaces are safe, respectful and equitable for all; and

ENCOURAGING the adoption of comprehensive discrimination and harassment prevention and response frameworks by each Jewish organization that provides sufficient education, oversight and ongoing review to assure strong protections.

We commit to

Adhere to high ethical and legal standards for prevention and response to sexual harassment and gender discrimination and to adopt institution-wide policies and procedures; reporting and response; and education and training, as well as to provide the necessary leadership, resources and knowledge to assure these measures are implemented and effective.

The Safety, Respect, Equity Commitment is part of the Coalition’s mission to make all Jewish workplaces and communal spaces safe, respectful and equitable.
Standards for Creating Safe, Respectful and Equitable Jewish Workplaces

The SafetyRespectEquity Coalition has developed the following standards to prevent and address gender discrimination and sexual harassment in Jewish workplaces. Jewish tradition recognizes that every person is created in the Divine image and should be treated as such, and the Jewish values of repairing the world, mutual responsibility, and not standing idly by while others are being harmed are fundamental to the creation, implementation, and upholding of these standards. In recognizing our moral and ethical obligations to one another, we urge Jewish workplaces and communal spaces to take active steps to prevent and address the many other, often intersecting, forms of discrimination and harassment.

The standards outlined below are designed to combat interactions that may be physical, verbal, or sexual in nature, both in-person and online, and can involve individuals of all genders towards members of the same or opposite gender. They emphasize prevention, intervention, and compliance that is transparent and accountable. The standards focus specifically on the role of leadership, adoption of institution-wide policies and guidelines, reporting and response procedures, and education and training.

Coalition members mutually commit to taking proactive measures to prevent and address gender discrimination, sexual harassment, and sexual misconduct and to adopting the following standards across their institutions:

1. Leadership and Accountability

Jewish organizational and communal leaders, including senior management (paid and non-paid), clergy, and boards, are obligated to take reasonable steps to prevent and address discrimination and harassment. This includes communicating the importance of a diverse and inclusive workplace that is free of discrimination and harassment and modeling the behavior they are expecting of employees. Leaders will also allocate time, money, and other resources to prioritize diversity and inclusion as well as harassment prevention. Leaders must also be aware of the relevant laws regarding discrimination and harassment and seek expert advice as necessary.

2. Policies and Guidelines

Clear and written non-discrimination and anti-harassment policies will be created, distributed, and applied to all employees across all levels of the workplace, including the executive leadership. They will empower employees (whether targets or witnesses) to report discrimination or harassment and should encourage bystanders to intervene and support targets of these behaviors. They will also prohibit retaliation against any individual who in good faith reports harassing or discriminatory behavior or who attempts to intervene to stop the behavior or support a target of the behavior.

Non-discrimination policies will prohibit gender discrimination regarding the terms, conditions, or privileges of employment, including hiring, promotion, pay, benefits, evaluations, and work conditions. They will also prohibit limiting or segregating applicants or employees on the basis of gender that would deprive them of equal employment opportunities.

Anti-harassment policies will prohibit sexual harassment by or of an employee that occurs within a work context, whether on or off the workplace site, and through any means of communication including, but not limited to, social
media and electronic communications such as email and texts. This includes harassment by co-workers, management, congregants, donors, volunteers, and others with whom employees regularly interact. Policies will clearly outline prohibited conduct that is not limited to legally actionable behavior and include examples.

3. Reporting and Response

Jewish workplaces will treat all complaints seriously, respectfully, and with urgency and will establish impartial procedures for reporting, tracking, and responding to complaints of discrimination and harassment with proportionate corrective action. The procedures for victims/targets or witnesses to report complaints, as well as the process for responding to, investigating, and resolving these complaints, will be communicated to all employees, both orally and in writing, should be well disseminated at regular intervals, and should be easily accessible (e.g., in handbooks, on websites, etc.). Reporting and investigation protocols will also specify that all individuals will be protected from retaliation or reprisal for lodging a good faith complaint or for participating in investigations.

**Reporting**: Reporting procedures will include multiple and accessible avenues for reporting and outline and describe the general steps and approximate timeframes in which the organization will follow when responding to a report. Complainants and alleged perpetrators will be advised of the policy against retaliation and complainants should be encouraged to report any future incidents or acts of perceived retaliation during the pendency of the investigation. Reporting protocols will specify that it is a violation to file a malicious or groundless complaint. Complainants will not be prevented from pursuing legal remedies, contacting legal authorities, or retaining legal representation at any time.

**Investigations**: Investigations will be conducted by individuals who are impartial and trained in handling gender discrimination and sexual harassment cases. The procedures for when to involve third party investigators will be outlined, and management will be prohibited from interfering in or impeding the investigation process. Findings of the investigation will be documented.

**Response**: Complainants and alleged perpetrators will be informed of the findings of the investigation. When harassment or discrimination has been found to have occurred, perpetrators will be disciplined in a meaningful, appropriate, and proportional manner. Consequences will be documented and can range from receiving coaching (e.g., following the making of an inappropriate joke) to termination (e.g., following sexual assault). Furthermore, corrective measures will be implemented at the organizational level when necessary. Response mechanisms will ensure that the protective measures that are put in place during or following an investigation do not have the unintended consequence of harming a good faith complainant professionally or personally. Finally, to the extent that supports and resources are available to complainants who have had their discrimination or harassment complaints validated, such supports and resources will be outlined for complainants and information on how to access them will be provided.

4. Education and Training

Jewish workplaces will commit time, energy, resources, and staff to educate and train employees across all levels of the organization regarding gender discrimination and sexual harassment and about the actions they should take to prevent, respond, and intervene when such discrimination and harassment arise. This includes training on all organizational policies including non-discrimination and anti-harassment policies as well as training on the mechanisms for reporting and investigating complaints. Training sessions on unconscious or implicit bias, bystander intervention, and respectful workplaces are also recommended. Training will be mandated for all employees as well as new hires and should be comprehensive, interactive, properly resourced and performed on a regular basis by qualified trainers. Training will be tailored to meet the needs of specific workplaces and various employee cohorts as well as go beyond legal liability. Organizational leaders, supervisors, and managers will receive training about their unique legal obligations and responsibilities in upholding these standards.
5. Additional Standards to Consider

In addition to the above expectations, the following is a list of additional standards that Jewish workplaces can choose to implement to go farther in combating gender discrimination and sexual harassment. They address other forms of discrimination and harassment and the areas of financial donations and grants, parental leave, romantic relationships in the workplace, the sharing of information regarding discrimination and harassment, and the training of leadership.

Other Forms of Discrimination and Harassment: While gender discrimination and sexual harassment are the central issues that these standards are designed to combat, best practices require attention to combating all forms of illegal discrimination and harassment including race, ethnicity, sexual orientation, gender identity or expression, age, disability, pregnancy. Furthermore, non-discrimination policies should prohibit limiting or segregating applicants or employees on the basis of a protected class that would deprive them of equal employment opportunities.

Accepting and Granting Funds: Jewish workplaces should commit to neither accept nor grant funds to/from individuals who have been found to have engaged in discrimination, harassment, or assault.

Parental Leave: Jewish workplaces should provide parental leave equally to all parents, regardless of gender identity, sexual orientation, or marital status and to those fostering or adopting. Medical leave related to pregnancy, delivery, and recovery should be provided to mothers.

Romantic Relationships: Jewish workplaces should have a policy that addresses romantic relationships and abuses of power.

Sharing of Information: Targets of harassment or discrimination in Jewish workplaces should be informed of the disciplinary measures taken against perpetrators. Jewish workplaces should have a process for protecting other workplaces when providing referrals for employees who are found to have discriminated, harassed, or engaged in prohibited behaviors. They should also compile annual discrimination and harassment incident data that should be made publicly available in an anonymous aggregated report.

Training: Leaders in Jewish workplaces should be trained in identifying and assessing the risks in their workplace regarding discrimination and harassment.

The SafetyRespectEquity Coalition Standards are meant to help provide guidance to organizations who wish to establish safe, respectful and equitable workplaces and communal spaces. They do not guarantee safety, respect or equity. Any use thereof should be based on the user’s own evaluation and consultation with legal counsel and is at the sole risk of the user. The SafetyRespectEquity Coalition and its members are not responsible for any harm that may result from any such use.

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1 These standards were developed by reviewing existing standards and codes of conduct in other organizations and in consultation with Jewish professionals and experts in the field of discrimination and harassment.


The Coalition is grateful for the input of the following experts and professionals into the development of these standards: Guila Benchimol, Gali Cooks, Sharon Masling, Mordy Walfish and Sharon Weiss-Greenberg.

2 The Coalition will be designing model policies that can be adopted by both Jewish workplaces and Jewish communal spaces.
Jewish communal culture must evolve so the expectation of safe, respectful and equitable work environments and community spaces becomes universal. Sexual harassment and misconduct, as well as gender and sexual orientation discrimination, must no longer be tolerated in Jewish organizations.

We recognize the Jewish community is not immune from these issues and is, in fact, obligated by Jewish tradition to address them within our own institutions in accordance with legal requirements and informed by the highest ethical standards.

Jewish organizations must assure individual workplaces and communal spaces comport with this vision. Beyond the specific organizational changes necessary, as a community we must address the underlying systemic issues that give rise to environments of victimization and discrimination.

To this end, we offer a vision of a Jewish Community where:

- Jewish organizations commit to enforcing the highest expectations for ethical workplace and communal space behavior.

- Comprehensive policies, procedures and training are implemented in Jewish communal institutions to prevent and respond effectively to sexual harassment and misconduct, gender bias, sexual orientation discrimination and their related abuses of power.

- Individuals have their claims addressed through dignified reporting mechanisms, investigations and resolutions that do not damage their careers or reputations.

- Knowledge and resources are widely available and easily accessible to help organizations create cultures of fairness and civility in Jewish workplace and communal spaces.

- Philanthropies and nonprofits, lay leaders and professionals, individuals and organizations join together in partnership to ensure that Jewish workplaces and communal spaces are safe, respectful and equitable.

Please join us!
Purpose

The purpose of the Coalition is to ensure that safe, respectful and equitable workplaces and communal spaces become universal in Jewish life and that sexual harassment and misconduct, as well as gender and sexual orientation discrimination are no longer tolerated in the Jewish community.

Context

Creating a system-wide response requires a collaborative approach. The Coalition contributes to this effort by leading a campaign for change that brings together concerned parties to facilitate exchanges of information, expertise and financial and other resources to drive action and impact. The Coalition assembles a diverse group of stakeholders to collaborate on a common agenda towards a shared vision for the future. These organizations and individuals include leading Jewish non-profit and philanthropic organizations, as well as experts, resource providers and program operators. Each Coalition member agrees to contribute to the larger effort by giving time, expertise and resources to accomplish the goals of the Coalition – through both collective and independent action. Coalition members must also agree to thoroughly assess their own organization’s policies and procedures and commit to improving them to align with the vision and goals of the Coalition in order to participate.

Outcomes

Organizational Change

Jewish organizations must implement comprehensive policies, procedures and training for all levels of staff and volunteers; demonstrate a recognition of and intolerance for boundary violations and situations that make people feel uncomfortable due to sexual innuendo and behaviors, including but not limited to unwanted advances, harassment or aggression; and provide a system that will enable both victims and bystanders to report incidents and have them swiftly and fairly addressed.

Culture Shift

For these changes to be deep and permanent, these changes must be adopted by centers of influence throughout the Jewish community. As a community we must address the underlying systemic issues of sexism and prejudice that give rise to environments where bias and abuse persist. Professionals and lay leaders must embrace their role as change agents, and eliminating victimization and discrimination must become a top of agenda issue for the communal workforce and the community at large.

Leadership Commitment

These two complementary and mutually reinforcing outcomes apply to both Jewish professional workplaces and to Jewish communal spaces. Any successful effort must be widely embraced and prioritized by a broad cross-section of organizational and communal influencers who not only draw upon shared knowledge, but also have the power to change individual and organizational norms and behaviors. The organizational change and culture shift that the Coalition seeks to create can only become a reality through the personal commitments of these leaders who commit to enact and embody such change.

Process

Campaign

The Coalition will present a coordinated campaign that is easily understood, simply communicated and has the
promise of bringing about real change. The campaign will address Jewish workplace and communal space issues by engaging funders, professionals, lay leaders, institutions and other stakeholders across the Jewish community under a shared banner and common purpose.

Knowledge
The Coalition team will assemble the data and expertise to support the campaign, which may include original research, statistics on prevalence and incidence, organizational assessments, topic experts, best practices and input from individuals and groups that have been affected by the problems. There is a particular need for community-wide clarity on, and understanding of, standards and practices and how to implement them.

Capacity
The Coalition supports the provision of resources that are needed for organizations and networks to take on the change effort and all that it entails. This includes a combination of funding, training and coaching programs, educational, technical and legal resources.

Activities
The Coalition will coordinate or catalyze the specific interventions, including policy-crafting, training, leadership cultivation and organizational development that address gaps in protection, unsafe work cultures and exclusionary and coercive behavior based on gender and sexuality.

Focus Areas

1. Commitment and Standards
   - Create a pledge or shared covenant among communal stakeholders that includes funders, organizations and individuals all of whom are committed to the vision and goals of the coalition.
   - Devise methods within the coalition for members to hold both themselves and one another accountable to agreed standards of ethical conduct.

2. Awareness and Education
   - Lead efforts towards generating resources for awareness, education and change throughout the community.
   - Coordinate public communication efforts to prioritize the elimination of sexual harassment and misconduct, as well as gender and sexual orientation discrimination, and call for leaders to openly address the issue while pursuing the needed changes in organizations to achieve coalition goals.
   - Create a clearinghouse of resources, templates, experts, data and materials to support organizational and cultural change.

3. Policies and Procedures
   - Call on all Jewish organizations to adopt appropriate policies and procedures through increased communal oversight and scrutiny.
   - Provide best practice resources and financial and technical support to effect change efforts that raise compliance.

4. Training and Support
   - Support training and coaching for professionals and lay leaders of Jewish organizations.
   - Use heightened communal expectations and funder requirements to ensure that organizations provide regular in-person training.
1. **What is the Coalition?**

The Coalition is an initiative to ensure safe, respectful and equitable Jewish workplaces and communal spaces. Inspired by broader national movements and informed by Jewish values and traditions, the Coalition is specifically committed to addressing sexual harassment, gender discrimination, and related abuses of power. We aim to help support, coordinate and amplify change in individual organizations as well as accelerate a broader culture shift.

While the Coalition’s focus is on gender discrimination and sexual harassment, we recognize that there are many other forms of discrimination and harassment, including discrimination based on race, national origin, disability, age and others. We urge Jewish workplaces and communal spaces to take active steps to prevent and address these other, often intersecting, forms of discrimination and harassment.

2. **Why is the Coalition needed?**

We recognize that sexual misconduct and discrimination happen in Jewish workplaces and communal spaces, too. We cannot tolerate these behaviors within our institutions. We are called upon by the ethical standards of our tradition to address them within our community, as well as to lend our voices and action to the national movement seeking a culture shift in our country.

The rise of #MeToo and related movements, as well as ongoing media coverage of new incidents, have propelled greater awareness and ignited action, but not enough is being done at a system-wide level to reduce occurrences or to assure that organizations deal with these issues appropriately when they do happen. More must also be done to ensure that women and people of all genders who are impacted feel empowered to speak up without fear of repercussions.

3. **Who are the members of the Coalition?**

The Coalition is currently comprised of approximately 50 organizations, funders, individuals and experts. This effort is meant to be inclusive and diverse. The participating organizations are based across the United States and embody a range of missions, perspectives and activities within the Jewish community. The individual leaders who are part of the Coalition represent a broad array of Jewish professionals, volunteers, students, board members and donors.

As members of the Coalition, we are united by a shared set of goals. We are committed to ensuring workplaces and communal spaces in the Jewish world are safe, respectful and equitable. We acknowledge that this work is in progress and not necessarily complete for all organizations who have made this commitment as part of the Coalition. Realizing the goals of the Coalition will require persistence, time, individual self-reflection and collective action. In the coming weeks, we will roll out opportunities for more people and organizations to get involved with this movement.

4. **What exactly is the Coalition’s work?**

The Coalition helps develop, support, coordinate and amplify the work of organizations and individuals who are pursuing the goals of this initiative. The following four priorities guide our initial set of activities:

- Commitment and standards to address ethical workplace and communal space behavior;
- Awareness and education to support organizational and culture change throughout the community;
- Policies and procedures to prevent and respond effectively to sexual harassment, gender bias, sexual orientation discrimination and their related abuses of power; and
- Training and support to help organizations create cultures of fairness and civility.
5. What does success look like? How will the Coalition approach this work?

Jewish workplaces and communal spaces are safe, respectful and equitable, and sexual harassment, sexism and gender discrimination are no longer tolerated.

The Coalition’s goal of changing the culture of Jewish workplaces and communal spaces regarding sexual harassment and gender discrimination demands a collective impact approach. When it comes to dealing with something pervasive—like sexual/gender harassment and discrimination—the problem is embedded in organization and structures. While it might be possible to convince many organizations to try and change individually on their own, change can happen much more efficiently by using a collective impact approach.

6. Who is the Coalition for? Who can get involved?

We seek to include agencies of varying sizes, movements and locations; people of all genders, sexual orientations, abilities, ages and origins; professionals and volunteers, board members and community members; religious and secular, and the diverse racial and ethnic mosaic that makes up today’s Jewish communities.

While the Coalition is specifically focused on creating change in Jewish workplaces and communal spaces, it is by no means limited to those who identify as Jewish. We aim to impact all employees, members of and participants in Jewish communal activities. We value the voices, input and action of anyone or organization that shares the Coalition’s goals. We hope the Commitment, Standards and resources we create will be relevant for and used by organizations beyond the Jewish community.

7. How can more people or organizations get involved?

In the coming weeks, we will roll out opportunities for more people and organizations to get involved with this movement. Join the Coalition’s email list to ensure you receive the latest updates, get access to resources and learn about opportunities to take action in support of the Coalition’s goals.

8. Why start a new initiative when there are already responses to harassment and discrimination more broadly?

The Jewish community has a strong legacy of taking action in the face of injustice. We have a responsibility to acknowledge and address any sexual harassment, sexism and gender discrimination that exists in the places where we learn, gather and worship. The Coalition is focused on creating lasting change within the Jewish community, and our efforts are specifically designed to support, coordinate and amplify change at the organizational and systemic levels. We are inspired by national efforts like Time’s Up Now and #MeToo. We hope the Coalition complements these important initiatives and contributes to achieving our shared goals of safety, respect and equity that transcend any one single effort.

9. I have experienced sexual harassment, sexism or gender discrimination. What do I do?

If you need immediate support, you can call the RAINN hotline. Individuals and organizations can also report issues to the U.S. Equal Employment Opportunity Commission. The #MeToo movement has also compiled a comprehensive set of resources. Additional resources specific to the Jewish community will be available soon.

10. How do I contact the Coalition with questions?

Please direct any general inquiries or media inquiries about the Coalition to coalition@safetyrespectequity.org.