

# TBI Congregation Code of Conduct

## Vision

Tiferet Bet Israel is an open-minded Jewish spiritual community. With an attitude of love and acceptance toward all, regardless of relationship or family arrangement, income, or Jewish background. TBI reaches across Montgomery County to spread love and Torah. We guide people with meaningful prayer with God, service for others, Torah, and relationships. We foster a love for the State of Israel as part of Jewish life.

## Values and Expectations

Our goal is to always foster an environment where everyone feels respected, valued, and safe. As a guide to fulfilling our principles and commitment, we ask everyone who visits TBI in person or virtually, and participates in our services and programs, together with those who are involved in the organization of the Synagogue, follow the Code of Conduct as set forth below:

- Follow the teaching of Rabbi Hillel "What is hateful to you, do not do to your fellow human"; this is the whole Torah.
- Uphold Jewish values such as Tikkun Olam (repairing the world), fairness, respectful engagement, mutual respect and Hachnasat Orchim (welcoming guests).
- Act with menschlichkeit behavior at all times.
- Respect and abide by our halakhic policies in our house of worship (i.e.kosher and Shabbat awareness).
- Respect each other's and TBI's property.
- Be thoughtful about the words that we speak or write, and treat others as we would want to be treated.
- Do not threaten or bully and express oneself in a way that does not impinge on the freedom of others and respects their humanity, dignity, and privacy.
- Ensure that disagreements relate only to principles and priorities and do not disparage or discredit those with whom we may disagree.
- Behave appropriately and use appropriate forms of speech at all times, avoiding any of the following: sexual innuendos, inappropriate and/or unwanted physical contact and gestures, lashon hara (gossip).
- Do not condone any form of discrimination.
- Respect the rights and kavod (dignity) of everyone involved at TBI equally without regard to age, gender, ability, race, ethnic origin, nationality, color, parental or marital status, class or social background, sexual preference, or religious or political belief.

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We hope and expect that these above principles will be followed by all who are a part of our sacred community. However, if you experience unwanted behavior or have concerns or questions, we ask that you reach out immediately to the Rabbi, Executive Director, President(s), or any member of the Board of Directors, so that the concern can be addressed confidentially and resolved in the most appropriate manner.

Thanks to our TBI Members, Rabbi and Staff who volunteered their time to create this Code of Conduct, which was approved by the TBI Board on March 18, 2021.