



# Nessah Educational and Cultural Center

## Key Principles

Nessah Synagogue is an inclusive and engaging Orthodox community. We aim to welcome everyone and operate on a basis of equality and mutual respect.

Nessah 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 Nessah without disturbance.

## Code of Conduct

This Code of Conduct requires ALL users (members and visitors) of Nessah's facilities to take all reasonable steps to:

- refrain from disrespectful and offensive language and behavior at all times.
- respect the safety of others.
- respect how services, functions, and activities are delivered at Nessah.
- avoid damaging the building and its contents and the property of other users.

If a member or visitor has any feedback or suggestions as to how Nessah's activities can be improved, this should be delivered in a considered and respectful manner to Nessah's authorized officers or employees.

In addition, ALL users of Nessah'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 humor that people find offensive and unwelcome will not be tolerated.

## Incident Management

All incidents of harassment or inappropriate behavior should be reported immediately to Nessah's authorized representatives. You can do so by contacting a member of the Board, the Rabbi, or the office. All such incidents will be address promptly 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 offense will not be repeated, the following action will be taken:

- The offender will be given a warning that the offense shall not be repeated.
- If there is a repeat offense, the offender will be barred from Nessah's facilities for a defined period of time or be expelled from Nessah
- Any other action provided by the Bylaws of Nessah or under the law.