



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, volunteers, 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 members, volunteers, 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, volunteer, 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 members, volunteers, and visitors of Nessah's facilities can expect the following:

- No one, with the exception of the Rabbi and current members of Board of Directors, is allowed to deliver a speech or address the community during services, functions, or activities without prior written approval of the Board of Directors.
- No one should be harassed, abused, or intimidated either verbally or physically.
- Everyone should be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, disability or age.
- At all times, 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 office or current Board members. You can do so by contacting a member of the Board, or the office. All such incidents will be addressed promptly and in confidence.

In all cases, an acceptable resolution will be sought. The following action(s) will be taken as deemed appropriate/necessary:

- 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.