



## East End Temple Brit for a Respectful Community

East End Temple is a vibrant downtown Manhattan Reform Congregation. Our mission is to cultivate relevant Jewish life through **connected community**. We seek to expand avenues into **Torah** (Jewish learning and practice), **God** (all forms of spiritual connection) and the **Jewish people** (locally and globally) to help one another live lives of meaning. Our kehillah (community) therefore commits to this Brit (sacred covenant) to maintaining East End Temple as a **welcoming, safe, inclusive** and **respectful** synagogue for all who come through our doors.

Reasons for being in community and engaging at East End Temple are as varied as there are community members, and we all come to worship in different ways. In all interactions, our community members should **assume best intentions** and **act with respect** toward each other. We strive for each community member and visitor to enjoy being at East End Temple and feel fully a part of the East End family.

As members of the East End Temple kehillah, we commit to providing a community where all are welcome to worship and participate in congregational programs and activities, where everyone is treated with dignity and respect, and where everyone can feel a deep **sense of comfort and belonging**.

Being a part of our spiritual community therefore requires each of us — including **members, clergy, and staff** — to act with respect, with the following expectations:

- **Everyone** of every age, ability, national origin and citizenship, gender identity, and sexual orientation and choice who desires a spiritual home at East End Temple is **welcome**.
- To ensure that **our community is both respectful and welcoming**, all community members are expected to be mindful of the varied ways in which inappropriate behaviors can be expressed.
- **We understand** that **members of our community** may have healthy disagreements. Each community member should recognize that utterances that are ill-spirited or hurtful, whether intentional or not, can negatively **impact others and their spiritual experience**.
- All members of our sacred community will be aware of how our **behavior impacts others**, and be sensitive to a need to redress any harm that is caused.
- We expect that all members of our community will not engage in interactions that are hurtful, demeaning, or bullying and will ensure that **East End Temple is a place free from such behavior**.
- **Harassment is not welcome** in our community. Examples of harassment include:
  - **verbal** abuse;
  - sex-oriented verbal **kidding, teasing or jokes**;
  - repeated **unwanted flirtations, advances or propositions**;
  - offensive **visual conduct**, including leering, making sexual gestures, the display of sexually suggestive objects or pictures, cartoons or posters;
  - offensive or unwelcome **physical contact**, such as patting, grabbing, pinching, or brushing against another's body;
  - sexual **favoritism or bias**; or
  - **inappropriate** or derogatory **remarks** — verbally or in writing — based on one's ability, appearance, age, national origin, gender, gender identity, race, or sexual orientation and choices.
- East End Temple will be a place **free from** physical confrontations (e.g., shoving or mean hand gestures); verbal assaults (e.g., teasing, name calling or spreading rumors); indirect **disrespectful**, bullying, or hurtful behaviors (e.g., gossiping, demeaning a person's viewpoint, or excluding); and inappropriate cyber **behavior** (e.g., using social media or technology to threaten, insult or harass people)

By committing to membership in our East End Temple community, each of us pledges to further our **respectful, safe, welcoming**, and **inclusive** congregation.