

## Finchley Progressive Synagogue

### Code of Conduct



**You shall not oppress a stranger, for you know the heart of a stranger, since you were strangers in the land of Egypt. (Exodus 23:9)**

Finchley Progressive Synagogue is a welcoming, non-judgemental and inclusive Progressive community. It 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 treated with Chesed, loving kindness.

Our commitment to these principles requires our members, volunteers and staff to strive to be a warm and welcoming community, engaging with all who come to it – members and visitors, adults and children - in an inclusive way. We should pursue justice and kindness in thought and deed and be generous and forgiving to all. We ask all those visiting our community to act in the same way.

In practical terms, this means that everyone who comes to this synagogue should:

- respect the rights, dignity and worth of everyone involved in synagogue life equally without regard to age, gender identity, disability, race, ethnic origin, nationality, colour, parental or marital status, Jewish status, class or social background, sexual preference, or religious or political belief.
- behave appropriately and use appropriate forms of speech at all times, avoiding inappropriate physical contact and gestures or sexual innuendo.
- respect the safety of others.
- challenge any form of discrimination.
- not threaten, bully, or express oneself in a way that impinges on the freedom of others or disrespects their privacy.
- respect how services, functions and activities are delivered in this synagogue.
- ensure that disagreements relate only to principles and priorities, not personalities.
- respect each other's and the synagogue's property.

All users of our synagogue can expect the following:

- Everyone will be treated with dignity and respect regardless of race, nationality, gender identity, sexual orientation, disability or age.
- People's feelings will be valued and respected. Language or humour that people find offensive and unwelcome will not be tolerated.

## **Social Media**

When using any form of social media, all staff and members, including volunteers, need to think carefully about what they post or say and be clear when posting comments and information, that the statements and views expressed are their own and do not reflect the views and opinions of the synagogue.

We expect that everyone will treat others according to the principles set above. However, if a person feels that they have been treated in a way that contravenes these standards, we ask that this is reported as soon as possible to the rabbi, chair, or another trustee. The matter will be treated seriously and in confidence, and be investigated in the way the synagogue considers most appropriate. If the contravention is proven, the person or persons concerned may be warned as to future conduct; temporarily or permanently excluded from the synagogue's building; or be the subject of a recommendation that membership be deprived.

Beverley Kafka  
Chair

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