

## **Commitment to safe, respectful and equitable Jewish workplaces and communal spaces.**

**As adopters of this Commitment, we promise to implement comprehensive standards in our organizations and communal spaces to achieve the goals of safety, respect and equity.**

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**RECOGNIZING** that no community, including our own, is immune from sex- and gender-based bias and misconduct;

**EMBRACING** our ethical responsibility to honor the dignity of every individual who enters a Jewish communal space or workplace;

**DESIRING** to elevate these issues to a primary concern of the broader community and address them through urgent and immediate action;

**ASSERTING** the need for individuals of all backgrounds in Jewish organizations, whether professional, volunteer or participant, to help prevent and respond to discrimination and harassment;

**ELEVATING** the necessity for all targets of discrimination and abuse to have a safe, confidential and accessible method to lodge their claims;

**AFFIRMING** the need to respond swiftly and responsibly to reported incidents of discrimination or harassment;

**ENSURING** that all claims are properly investigated and handled in an impartial and non-retaliatory manner;

**EMPHASIZING** that witnesses to abuse and discrimination are encouraged to speak up rather than stand by idly;

**PRIORITIZING** the well-being of targets of abuse, including creating environments where they can safely and comfortably speak out and take steps to have their needs met;

**STRIVING** to foster organizational and communal cultures where all individuals have equal opportunities for hiring and advancement as professionals and volunteers;

**BELIEVING** that transparency and accountability are essential elements of healthy organizations and communities;

**SEEKING** to effect change at the leadership, organizational and community-wide levels to do everything possible to guarantee that all Jewish workplaces and communal spaces are safe, respectful and equitable for all; and

**ENCOURAGING** the adoption of comprehensive discrimination and harassment prevention and response frameworks by each Jewish organization that provides sufficient education, oversight and ongoing review to assure strong protections.

### **We commit to**

Adhere to high ethical and legal standards for prevention and response to sexual harassment and gender discrimination and to adopt institution-wide policies and procedures; reporting and response; and education and training, as well as to provide the necessary leadership, resources and knowledge to assure these measures are implemented and effective.

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**The Safety, Respect, Equity Commitment is part of the coalition's mission to make all Jewish workplaces and communal spaces safe, respectful and equitable.**