

## **SRE Network Convening Code of Conduct**

Safety. Respect. Equity. These are the values and principles that we are committed to as an organization and as we convene for this virtual conference. The following is an outline of the policies and norms that are inherently part of SRE and therefore, part of this convening. We value each and every individual and organization that is part of this conference and look forward to learning, collaborating and processing together with these norms in place. Thank you for helping create a safe, respectful and equitable space.

### **Convening Policies**

The SRE Network is committed to creating an environment that exemplifies Jewish values such as kavod habriot (human dignity), and hinuch (learning) and the Talmud's teaching that kol yisrael arevim zeh bazeh, that "all Israel is responsible for one another" (Shavuot 39a). Jewish tradition recognizes that every person is created in the Divine image and should be treated as such, and the Jewish values of repairing the world, mutual responsibility, and not standing idly by while others are being harmed are fundamental to the creation, implementation, and upholding of this Code of Conduct.

SRE Network is committed to creating a harassment-free environment for all participants, including conference registrants, staff, speakers, vendors and volunteers. Harassment as outlined below is considered by SRE Network to be a serious form of professional misconduct.

This Code of Conduct is established in order to promote safety and respect in all of our activities. We expect all participants at SRE Network activities to abide by this policy in all venues, including ancillary events and unofficial social gatherings:

Exercise consideration and respect in your speech and actions;

- Refrain from demeaning, discriminatory, or harassing behavior and speech;
- Be mindful of your surroundings and of your fellow participants;
- Alert conference leadership if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem minor.

The following behaviors do not belong at the SRE Network:

- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical or virtual contact;
- Harassment that discriminates against a specific group of people based on age, race, sex, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital status, domestic status, or parental status (hereafter, simply harassment);
- Abuse of power (including abuses related to position, wealth, race or gender).
- Yelling at, threatening, or bullying speakers or attendees
- Any significantly disruptive conduct
- Repeated interruption of a speaker or performance

- Creation of an atmosphere of harassment or intimidation, including but not limited to stalking (whether physical or virtual)
- Conduct or communication that would offend a reasonable person, including but not limited to unwelcome attention; remarks or conduct having sexual innuendo; humor involving race, sex, or other classifications; comments intended or construed as being derogatory to an entire class of persons
- Actual, threatened, or implied retaliation against a person for complaining about a violation of these policies or for cooperating with an investigation into a complaint

### **Contact us to report an incident**

If while at a SRE Network event, you experience, witness or have been involved in an incident that violates this Code of Conduct, you may report it confidentially and directly to SRE Network either verbally to Rabbi Tova Leibovic-Douglas at [sre2020@safetyrespectequity.org](mailto:sre2020@safetyrespectequity.org) or in writing by completing [this confidential form](#). Share as much information as you can to help SRE Network thoroughly review the incident.

### **SRE Network's Commitment**

SRE Network will investigate all incidents reported with discretion and confidentiality. SRE Network reserves the right to bar any person who violates our Code of Conduct from attending the conference in its entirety or in part, and/or to cancel the membership of the person.

\*SRE would like to thank Joseph Nierenberg of Nierenberg Employment Law, PLLC, Reconstructing Judaism, and All\* Above All for sharing their guidelines with us.