



## Temple Isaiah Code of Ethical Conduct

### Introduction

Temple Isaiah is a Reform Jewish community in Los Angeles that prides itself on being “your home at the intersection of tradition and innovation” — one that is committed, in its historical legacy as well as in its current membership, to the Pursuit of Justice (צדק תירדוף *tzedek, tzedek tirdof*). We believe that Jewish learning is lifelong and is what makes tradition relevant. We believe that Ritual inspires community and connects us to the Eternal.

Temple Isaiah’s congregation has continuously referred to itself as “the Temple Isaiah Family” and has, indeed, functioned as a dynamic and caring family. We embrace all generations and reach out to the entire community with a rich and wide array of spiritual, social action and educational offerings.

Our Jewish values embody the teaching that every human being is created in the image of God (בצלם אלוהים *b’tzelem Elohim*). We therefore strive to hold ourselves to the highest standards of personal integrity, social responsibility, and human decency. When we behave ethically and hold ourselves accountable, we ensure that Temple Isaiah remains a safe, welcoming, and sacred environment.

What follows is a values-based Code of Ethical Conduct that displays the principles and expectations for behavior of our clergy, congregants, staff, visitors, and guests. These apply whether one is in the building or participating in a Temple Isaiah activity offsite. We believe that this Code of Ethical Conduct embodies the URJ’s vision as well as the moral standards of other Reform Jewish synagogues — and most importantly, reflects Judaism’s tradition of values that goes back thousands of years.

## Guiding Principles

### **Exemplify Holiness (קדושה *K'dushah*)**

Temple Isaiah welcomes all who wish to engage respectfully with our sacred community. We strive to make all who participate feel a sense of belonging, which includes creating an environment where diverse ideas, perspectives, and concerns can be openly shared and responded to in a manner that affirms the inherent dignity in all human beings.

### **Honesty (יושר *Yosher*)**

Temple Isaiah expects all who engage in our community to conduct themselves in an honest manner. This includes making decisions for our synagogue with transparency, openness and accountability, unless confidentiality or privacy dictates otherwise. When differences among our community arise, we will work to promote open and honest communication that addresses those differences constructively.

### **Honor (כבוד *Kavod*)**

Temple Isaiah values acting with integrity. We strive to act in the best interests of the Isaiah community, but more importantly is that we act in accordance with Jewish values. These values are reflected in our financial activities as well as in our fulfillment of commitments and obligations. Temple Isaiah is a place of honest dealings and works hard to be known as such.

### **Compassion (רחמים *Rachamim*)**

Temple Isaiah embraces the fundamental value of performing acts of loving kindness (*g'milut chasadim*). It is incumbent upon every person in our community and in our midst to treat others with respect, dignity, fairness, and compassion. We refrain from derogatory speech, gossip, and slander, whether in person or on social media. We oppose bullying, including any unwanted behavior that degrades, humiliates, or oppresses another. We believe that verbal, physical, or cyberbullying is never acceptable.

## **Justice (צדק *Tzedek*)**

Temple Isaiah believes everyone entering our sacred space has the right to feel safe and respected, and that we are morally and ethically responsible for one another (*kol yisrael areivim zeh bazeh*). At all times, we act in ways that respect the dignity of all human beings. This is reflected in our speech, our physical actions, and in all other manner of interactions with others. In accordance with Jewish ethics, we feel a special obligation to safeguard the dignity and integrity of those who are vulnerable. Those in positions of power and authority must behave in ways that honor the respect bestowed upon them.

## **Expectations**

Temple Isaiah expects all in its community and in its midst to act according to these principles. We expect everyone in our community to follow established and documented rules that pertain to them. This includes policies and procedures laid out for those employed by Temple Isaiah, as well as written bylaws that apply to lay leadership.

Ethical behavior is incumbent upon everyone who participates in our community, no matter what their role in it.

And in laying down these principles, we declare what it means to be an Isaian.

Drafted: 9/14/2021