

CONGREGATION B'NAI ISRAEL COMMUNITY COVENANT (BRIT KEHILLAH)

You stand here this day, all of you, before your God – your tribal heads, your elders, and your officials, every householder, your children, your wives, even the stranger within your camp, from woodchopper to water-drawer – to enter into the covenant of your God, which your God is establishing with you this day...
Devarim (Deuteronomy) 29:9-11

This Brit is aspirational in nature.

This Brit does not replace temple policies all of which continue in force.

If you experience unwanted behavior or have concerns, please contact the Congregation B'nai Israel (CBI) President, Rabbi, Director of Administration, or any member of the CBI Board so that the concern can be addressed appropriately.

(The references to policies included after each value are as examples and do not imply all policies that may apply to a particular value).

Judaism is a covenantal faith according to which we are bound by mutual obligation – between each of us and God, and between each of us and one another. As a sacred congregation, the members of Congregation B'nai Israel (CBI) aspire to act according to the highest ethical standards. The CBI Brit Kehillah, rooted in the wisdom of our tradition, is a tool that will guide us as we fulfill our responsibility to build a community of love and care. This values-based code of ethics sets forth the principles and expectations for adherence to standards of conduct for our clergy, staff, congregants, visitors, and guests, whether participating in a CBI activity that is in the CBI building, online, or offsite. As a living document, the CBI Brit Kehillah will be amended and updated as lived experience requires.

B'tzelem Elohim – Every human being is created in the Divine Image.

We welcome all who wish to engage with our sacred community.

We embrace everyone without regard to religious background, age, ability, race, ethnicity, nationality, gender, gender identity, sexual orientation, marital status, disability, or socioeconomic status.

We do not tolerate prejudice or discrimination of any kind.

We recognize the Divine in every person and treat one another with dignity.

We strive to make all who participate in our community feel a sense of belonging with the expectation that their ideas and concerns can be openly stated and responded to with respect.

We commit to having courageous conversations about identity, culture, prejudice, and intolerance.

We seek to make our facility, programs, and services accessible to all.

We strive to follow the teaching of Hillel: "What is hateful to you, do not do to your fellow."

B'tzelem Elohim

Every human being
is created in the
Divine Image.



Tzedek
We pursue justice
in all endeavors.

Rachamim
We treat others
with compassion.

Kavod
We conduct
ourselves
with honor.

Yosher
We promote
honesty.

K'dushah

"You shall be holy, for I the
Eternal your God am holy."

To read or obtain any of the policies mentioned throughout the Brit Kehillah, please contact the Temple office at 501.225.9700 or ehamilton@bnai-israel.us

Appendix A: for CBI's Disruptive Behavior Policy

Appendix B: for CBI's Conflict of Interest Policy.

Appendix C: for CBI's Harassment and Misconduct Policy

K'dushah – Holiness; “You shall be holy, for I the Eternal your God am holy.” Lev. 19:2. To be holy (kadosh) is to be set apart from the ordinary (chol). In aspiring to holiness, we commit to act in God’s ways by striving to adhere to the highest ethical standards in our behaviors and attitudes.

We conduct ourselves with good manners and common courtesy.

We do not engage in derogatory speech, negative talk, gossip, or slander.

We listen with an open heart and try to see situations from the other’s perspective.

We refrain from judging and extend the benefit of the doubt.

We do not bear grudges but actively seek reconciliation.

We do not take advantage of a position of authority or power imbalance to manipulate, intimidate, or unduly influence others.

We do not engage in any act or behavior that exploits the vulnerability of another.

We embrace pluralism of Jewish practice, belief, and perspective as a core strength of our community.

Yosher – Honesty

We expect all who engage with our community to conduct themselves in an honest manner.

We promote open and honest communication.

We make decisions with transparency, openness, and accountability, unless confidentiality dictates otherwise.

We protect confidentiality of privileged information whether about an individual or CBI. Confidential matters may include (but are not limited to) employment status, performance review, or an individual’s health information/financial status/family matters.

We do not disclose information belonging to another without permission of those to whom it pertains.

We do not take credit for someone else’s work.

We obey copyright laws governing the use and distribution of published materials.

We avoid accepting gifts from congregants, community members, or vendors which may result in a conflict of interest or the appearance of a conflict of interest.

Kavod – Honor. Our behavior should cause others to view us, our synagogue, and the Jewish people with favor.

We act solely according to the best interest of CBI when acting on its behalf.

We do not attempt to obtain personal advantage or benefit from any position we may hold in the congregation.

We conduct all financial affairs with honesty and integrity and refrain from financial impropriety (e.g., embezzlement, nonpayment of debts, inappropriate use of restricted funds, or tax evasion).

We are bound by sacred obligation to uphold financial agreements we make with CBI. If a change in personal circumstances occurs, we will inform those charged with managing CBI finances and make appropriate arrangements.

We conduct employment practices in an ethical and legal manner, avoiding favoritism, nepotism, or implicit bias.

When using social media, we ensure our personal communications cannot be misconstrued as representing the views of CBI.

We refrain from communications that are inappropriate, including obscene content and defamatory statements.

We exercise caution when communicating via email to avoid breaches of confidentiality.

Tzedek – Justice. CBI believes everyone entering our sacred space has the right to feel safe and respected. We believe we are morally and ethically responsible for one another (kol Yisrael areivim zeh bazeh – Babylonian Talmud Shavuot 39a)

We do not put others at risk by attending CBI activities while knowingly ill with an infectious disease.

We take responsibility for the impact of our words, actions, and behaviors and avoid those that may cause harm to others.

When problems are identified, we pledge to actively seek equitable and just solutions.

We do not tolerate sexual harassment, including unwelcome sexual advances, requests for sexual favors, and other verbal, physical, written, or visual conduct of a sexual nature.

We do not tolerate acts or behaviors that exploit the vulnerability of another, take advantage of a power imbalance, compromise one’s moral integrity, or create an intimidating, offensive, abusive, or hostile environment.

We strive to ensure that the personal boundaries of others are always respected.

We do not tolerate bullying, unwanted or excessive electronic communications, stalking, or invasion of privacy.

We do not tolerate physical assaults or violence of any kind, or any attempt to commit such acts.

Rachamim – Compassion.

We treat others with respect, dignity, fairness, and compassion.

We extend a warm embrace to all by greeting one another, introducing ourselves to people we do not know, and reaching across age and demographic boundaries.

We refrain from any behavior that degrades, humiliates, or oppresses another.

We refrain from derogatory speech, negative talk, gossip, and slander whether in person or on social media.

CBI embraces the mitzvah of performing acts of loving kindness (g’milut chasadim).

We participate in activities, committees, and services through which we can care for our members and our larger community.

We offer support to one another during difficult times and share one another’s joys.

We commit to creating a culture of belonging in which each person feels seen, heard, and valued.

We pledge to act restoratively if our ethical or behavioral expectations are violated. When possible, we will seek learning and repentance from those who have hurt others and forgiveness from those who have been hurt. For all, we will try to restore the bonds that have been broken.