MJE Participant Code of Conduct

MJE Mission

Manhattan Jewish Experience ("MJE") is committed to creating an environment that exemplifies Jewish values such as kavod habriot (human dignity) and the Talmud's teaching that kol yisrael arevim zeh bazeh - i.e., that “all Israel is responsible for one another” (Shavuot 39a). MJE is a warm and open community geared toward individuals in their twenties and thirties, which provides a forum to explore Jewish life and meet new people through social, cultural, spiritual and educational events and programs (“MJE Programming”).

This Code of Conduct applies to all participants, lay leadership, volunteers, hosts and guests at MJE events (collectively “MJE Participants”). MJE employees are required to adhere to the code of conduct and are additionally subject to employee anti-harassment policies and MJE’s employee handbook.

MJE Events

MJE reserves the right to exclude from MJE Programming, any individual or MJE Participant who:

- Fails to comply with MJE’s Code of Conduct and values, including the Anti-Harassment Policy;
- MJE believes is disruptive to any of the MJE Programming or its mission; or
- For any other reason, in its absolute discretion, and as permitted by applicable law

Anti-Harassment Policy

MJE is committed to creating a harassment-free environment in order to promote its mission, and to ensure the safety and respect of all MJE Participants. This policy applies to all MJE Participants in all MJE Programming, including ancillary events and unofficial social gatherings. This policy also applies to the use of email and social media platforms when promoting or posting about MJE Programming, or interacting with other MJE Participants.

MJE prohibits, and will not tolerate, harassment of any individual at MJE Programming, including ancillary events and unofficial social gatherings, based upon his/her sex, race (including traits historically associated with race, including but not limited to hair texture, protective hairstyles, and natural hair), color, religion, national origin, ancestry, disability, age, gender, marital status, military service, sexual orientation, employment status, pregnancy, gender identity, genetic information, familial status, transgender status, gender dysphoria, actual or perceived status as a victim of domestic violence, or as a victim of sex offenses or stalking, or any other personal characteristic.

Conduct that may constitute harassment in violation of this Code of Conduct include, but are not limited to, the intentional or unintentional use of: epithets, slurs, jokes, stereotyping, or intimidating, physical assault or inappropriate physical contact, making derogatory gestures, making derogatory statements,
threats, or offensive postings online or in any social media platform. Prohibited harassment may involve a single incident or a pattern of ongoing behavior.

Sexual harassment can occur between any individuals, regardless of their sex, gender, gender identity, or status of being transgender. Examples of conduct which may constitute sexual harassment in violation of this Code of Conduct include, but are not limited to the intentional or unintentional use of: verbal comments of an overtly sexual nature, whether in the form of jokes, innuendoes, slurs, or other statements; remarks of a sexual nature about an individual’s clothing or body; remarks speculating about an individual’s sexual orientation, activity or previous sexual experiences; verbal harassment or abuse of a sexual nature; making offensive gender-based remarks; non-verbal behaviors of a sexually degrading or offensive nature, such as gesturing, or leering; unwanted touching, hugging, or brushing against an individual’s body; requests, demands or persistent pressure for sexual favors; and sexual abuse/assault.

**Reporting and Investigation Procedure**

If, while participating in MJE Programming, you feel that you have experienced or witnessed harassment, or any conduct prohibited by the Code of Conduct, please report it to an MJE Senior Staff Member. You may email Rabbi Ezra Cohen ecohen@jewishexperience.org, Dr. Adena Berkowitz dradenab@jewishexperience.org or the general mailbox seniorstaff@jewishexperience.org with any report or concern. If you report in person, please follow up with an email to any of the above listed email addresses to assist in our investigation. Following the receipt of a complaint:

- MJE will conduct a timely investigation of all incidents reported in violation of this Code of Conduct to the extent it deems necessary and appropriate. The investigation may include an interview of the complaining party, the individual(s) complained of, and other relevant witnesses, if any.

- MJE will endeavor to provide as much confidentiality as we believe is practicable and appropriate under the circumstances.

We urge MJE Participants to exercise consideration and respect in all interactions with each other. MJE reserves the right to take action against any MJE Participant who we believe has engaged in harassment or similar behavior of any kind, including barring that individual from participating in future MJE Programming.

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This Code of Conduct is not intended to in any way create a contract with any MJE Participant, or to promise or guarantee that MJE Participants will, or will not, be subject to any particular conduct or behavior at during or after MJE Programming. Further, MJE is not and shall not be held liable for any action, or failure to take any action, except as imposed by applicable law.

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I acknowledge I have read and reviewed above document
Signature and Date