



TEMPLE BETH EL OF BOCA RATON CODE OF ETHICS

Temple Beth El of Boca Raton (“TBE”) is a Reform synagogue whose purpose is to enrich lives by generating bonds of love through exceptional Jewish experiences. We are committed to fostering an inclusive community guided by Jewish values and social responsibility.

To uphold these ideals, we maintain a safe, respectful, and sacred space. This Code of Ethics clarifies expectations for behavior and outlines potential consequences for non-compliance, applying to clergy, staff, congregants, lay leaders, guests, and visitors, whether on campus, online, or offsite (collectively, the “TBE Community”).

CORE ETHICAL PRINCIPLES

1. **Respect and Inclusion**

We recognize each individual as created *b'tzelem Elohim* (in God’s image). TBE welcomes and respects all, regardless of gender, ethnicity, nationality, marital status, physical or cognitive ability, gender identity, sexual orientation, religious background, and socioeconomic status.

2. **Dignity and Kindness**

All members of the TBE Community must treat one another—and the wider community—with kindness, respect, honesty, fairness, compassion, and dignity in all interactions.

3. **Integrity and Responsibility**

Members of the TBE Community shall act responsibly, transparently, and in the congregation’s best interests when representing or acting on behalf of TBE.

Conflicts of interest, whether real or perceived, must be disclosed promptly, clearly, and handled transparently.

4. **Safety, Security, and Protection**

Members of the TBE Community must adhere fully to established safety and security protocols at all times.

Special care must be taken to ensure the safety, dignity, and protection of minors and vulnerable individuals participating in TBE activities.

5. Property and Resources

Members of the TBE Community shall not steal, damage, misuse, or improperly use Temple property or resources.

6. Confidentiality and Privacy

The TBE Community shall respect and maintain confidentiality concerning personal, private, or sensitive information shared within the community or through synagogue activities.

7. Harassment and Bullying

Harassment, bullying, discrimination, intimidation, or aggressive behavior of any kind will not be tolerated.

8. Social Media and Online Conduct

Members of the TBE Community are expected to maintain respectful, thoughtful, and ethical conduct online and in social media interactions. They must refrain from posting harmful, divisive, disrespectful, or confidential information.

REPORTING ETHICAL VIOLATIONS

An Ethics Code Task Force (“ECTF”) will receive and address allegations of unethical behavior. The ECTF is comprised of the President of the Board of Trustees, the Executive Director, and the Senior Rabbi. Should a conflict of interest arise involving any member of the ECTF, the remaining members will select an impartial replacement for that specific matter.

Community members may confidentially report ethical concerns directly to any member of the ECTF.

All reports will be addressed confidentially, sensitively, and compassionately, guided by Jewish principles of judgment, compassion, repentance, and healing.

Members of the TBE Community involved in an ethics inquiry must fully cooperate with the ECTF and comply with all requests and directives.

Consequences of Ethical Violations

In the event of a confirmed violation of this Code, the ECTF retains full authority to determine appropriate consequences, ranging from education and reconciliation efforts to suspension of privileges or termination of the individual's relationship with TBE.

By adhering to this Code, we reinforce our commitment to living our shared Jewish values and sustaining the sacred trust within our community.

This Code of Ethics was adopted by the Temple’s Board of Trustees on August 21, 2025.