



## The Women's Rabbinic Network (WRN) Brit of Conduct

WRN is committed to creating a harassment-free environment for all members and participants in any WRN event, including registrants, staff, speakers, guests, and volunteers. This Brit (Covenant) is established to promote safety and respect during all WRN activities, whether in person or virtual. WRN members and participants at WRN activities are expected to abide by this policy, including in ancillary events and unofficial social gatherings.

The following behaviors are not acceptable:

- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical, verbal, 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 referred to as simply harassment);
  - Abuse of power (including abuses related to position, wealth, race or gender);
  - Yelling at, threatening, or bullying;
  - Demeaning, discriminatory, or harassing behavior and speech;
  - Any significantly disruptive conduct;
  - Repeated interruption of a speaker, prayer, 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 WRN event or gathering, you experience, witness or have been involved in an incident that violates this Brit of Conduct, you may report it privately and directly to WRN either verbally or in writing to WRN's executive director, either of WRN's co-presidents, or any WRN board member (contact information can be found on the [WRN website](#)). WRN is dedicated to investigating all incidents reported with discretion and respect for privacy. WRN reserves the right to bar any person who violates our Brit of Conduct from attending any event in its entirety or in part, and/or to cancel the membership of the person.

3/7/2021

\*WRN thanks the SRE Network for sharing their [Code of Conduct](#), which in turn drew from the work of Joseph Nierenberg of Nierenberg Employment Law, PLLC, Reconstructing Judaism, and All\* Above All.