



CONGREGATION MISHKAN OR CODE OF ETHICS

INTRODUCTION

Congregation Mishkan Or is a dynamic and welcoming community with resources and opportunities for spiritual growth and building connections with one another. We are a Congregation guided by the vision of Prophet Micah to do justice, love mercy and walk humbly with God and we are committed to exemplifying our Jewish values of holiness, justice with mercy, honesty and honor. We aspire to be a beacon for the Cleveland Jewish community and beyond.

To further our vision our Congregation is publishing this Congregation Mishkan Or Code of Ethics. Each of us has a responsibility to conduct ourselves ethically and this Code provides guidelines for ethical and civil conduct and for accountability for congregants and their families, clergy, staff, visitors and guests, whether in our building, online or offsite. Each of us should also avoid the appearance of impropriety in our interactions with each other and all those we come in contact.

Our Congregation makes this Code of Ethics available to all congregants, staff and clergy. It is available in its entirety in the Congregation's office and is published on our website. This Code concerns the actions of the entire community but additionally, it is important to note that actions by employer/employees/consultants/vendors may be governed by the Congregation Mishkan Or Employment Manual, contracts and/or other related policies and agreements.

The current Code of Ethics was reviewed and approved by the Board of Directors of our Congregation on July 22, 2025. The Code may be revised, when needed, in order to enhance its relevance and currency. All revisions must be approved by the Board of Directors.

Our Code does not itemize every possible ethical or legal concern we may encounter. We understand that our Code serves as guidelines for each of us to shape our interactions between and among all of us. Anyone who has concerns or questions about our ethical and civil conduct should reach out to the President(s) of our Board of Directors, a clergy member or the Executive Director.

HOLINESS (K'DUSHAH)

Our Congregation embraces everyone who wishes to engage with us without regard to religious background, age, ability, race, ethnicity, identity, sexual orientation, marital status or socioeconomic status.

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

We expect all who engage in our community to conduct themselves with good manners and courtesy, to refrain from gossip and slander or negative or offensive speech, whether in person or on social media.

We are the faces of our Congregation and our behavior outside of our community could affect not only our reputations but also that of our Congregation. We must gauge our conduct and our communications externally accordingly.

We support open discussions while maintaining confidences.

JUSTICE WITH COMPASSION (TZEDEK AND RACHAMIN)

Everyone who enters our dwelling place of light has a right to feel safe and respected. We treat each other with respect, dignity, fairness and compassion.

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 verbal, physical or cyber bullying.

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, abuse or hostile environment.

We strive to protect those who appear to be victims of abuse or neglect, including spousal abuse, child abuse, physical abuse and other types of domestic violence.

We stay informed of and provide accurate information on issues, practices, policies, rules, regulations and laws that govern our work, including professional and volunteer activities, always striving to implement them in a forthright, fair and equitable manner.

HONESTY (YOSHER)

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

We promote open and honest communications that allow for addressing differences constructively.

We conduct all financial matters with honesty and integrity.

We protect the confidentiality of private and personal information and will not disclose it without permission.

HONOR (KAVOD)

We value personal integrity, and we act solely with our Congregation's best interests when acting on its behalf and we refrain from using one's Congregation position for personal benefit or advantage.

We conduct employment practices and related decisions in an ethical and legal manner.

We avoid conflicts of interest and the appearance of conflicts of interest and our conduct should be based solely on the best interests of our Congregation.

We report unethical or illegal conduct to appropriate internal and or external authorities and we protect individuals against retaliation for reporting such unethical or illegal conduct.

Clergy members, Board Members, the Executive Director and other staff members have a legal or professional duty to report certain cases of suspected, actual or potential violations of law, regulations, policies, procedures or professional codes and to protect individuals against retaliation for reporting such violations.

PROCESS FOR ADDRESSING ETHICAL VIOLATIONS AND COMPLAINTS

Our Congregation has published a process for addressing ethical violations and complaints. A copy of this process may be obtained in the Congregation's office, and it is also published on the Congregation's website, mishkanor.org

Dated: July 22, 2025