

# Code of Kindness

*Leviticus 19:18: "You shall love your neighbour as yourself".*

This verse has been the cornerstone of Maidenhead Synagogue's Members' Code of Conduct for many years. While it remains our overarching principle, in today's world, it needs a bit of elaboration.

Maidenhead Synagogue distinguishes itself by prioritizing its community aspect. Members share a connection to the Jewish faith that spans from ancestral loyalty to deeply held religious convictions. This broad range of backgrounds naturally results in a wide array of viewpoints on various topics. Therefore, it is essential for the benefit of all members to consistently respect one another's backgrounds and perspectives, particularly concerning political, philosophical, and religious matters.

All individuals covered by this Code are expected to:

*Act with Integrity:* Be honest, ethical, and trustworthy in your interactions with other members of the community.

*Respect Others:* While we should celebrate the kaleidoscopic nature of our members' backgrounds, we should also be very aware of the challenges associated with maintaining community cohesion: always treat fellow members with dignity, fairness, and respect, regardless of background or position.

*Refrain from trying to impose one point of view.* Be tolerant of others' interests and concerns.

*Give back to our Community.* The more you give, the more you get from a Community! This can include providing lifts to services or events, hosting kiddush after services, helping with the organisation of events, helping with security, etc. (*etc stands for as many good deeds as the imagination can identify!*).

*Support your fellow members.* Humans come in all shapes and sizes, and all are welcome here. Make sure Maidenhead Synagogue is as welcoming as possible by being constantly cognisant of all forms of unacceptable discrimination and harassment, including those based on national origin, age, disability, gender, and sexual orientation.

## Online Communication

Communication should be professional, respectful, and constructive in all forms:

- *Think before posting.* We are a diverse community. It is essential that communications show as much respect for others' opinions online as they would in person.
- *Choose your words wisely.* Much subtlety is lost in online communication. Be careful not to cause offense by accident.
- *Avoid binary issues.* It is best to avoid public debate issues (e.g., Brexit, the two-state solution) which are bound to cause offence to members with opposite views.
- *Stay on topic.* Keep all posts on topic for the group.

In cases where a post is felt offensive by another reader, the Rabbi or his designate will determine if the communication breaks our Code of Kindness. This applies to current and future online groups.

## Health and Safety and Safeguarding

Maidenhead Synagogue is dedicated to providing a safe and healthy community environment. All individuals are kindly requested to:

- Comply with all health and safety rules and procedures.
- Immediately report any accidents, injuries, or unsafe conditions to the Office.
- Refrain from attending services or other shul events under the influence of illegal drugs or alcohol.
- Familiarise yourself with the safeguarding policies on our website and measure your behaviour in reference to those rules.
- The Director of Operations should be notified of any safeguarding issues.

## Out of Place Networking

Being part of Maidenhead Synagogue means being part of a vibrant community. We encourage you to find others with similar interests and support members in their endeavours, but we do not allow transactional networking of any kind within our membership.

Examples include:

- Requests to borrow money.
- Offering or accepting inappropriate gifts.
- Using other members' information for marketing purposes.
- Using MaidShul social media groups to look for jobs, sell personal property, or advertise activities not organized by Maidenhead Synagogue, etc.

When appropriate, Classified ads for outside events or property may be listed in the Weekly Email or in *Hadashot*. This is at the discretion of the Rabbi.

## Shul Assets

Assets, including physical property, equipment, and proprietary information, must be protected from deliberate harm or destruction and used responsibly for legitimate purposes.

## Violations of this Code

It is the responsibility of every individual to report any known or suspected violations of this Code of Kindness. Reports can be made to:

- The Rabbi
- The Chairman
- The confidential safeguarding hotline
- The Director of Operations
- Email: [safeguarding@maidshul.org](mailto:safeguarding@maidshul.org)

Information will be kept strictly confidential, and the source of the report will never be divulged unless required by law.

## Enforcement and Disciplinary Action

Violations of this Code of Kindness may, if felt severe enough, result in disciplinary action, up to and including termination of membership.

In extreme cases, legal action might be required.

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