**Prohibited Conduct**

**Bullying**

**Addition to Anti-Harassment Policy**

*Sample Policy Language:*

[Organization] prohibits all forms of harassment, whether based on an individual’s identity or not. When such mistreatment is not directed at a person because of their identity, this behavior is referred to as bullying, and though not prohibited by law in most states or on the Federal level, it is prohibited by [Organization], and subject to the same terms described in the *Discrimination* and *Harassment* sections above.

Reasonable and transparent supervisory practices, including performance management or reviews, work assignments, coaching, and disciplinary actions, are not, by themselves, bullying.

Have a great policy you want to share? Email Keilim@JewishSacredSpaces.org.