**Prohibited Conduct**

**Retaliation**

*Sample Policy Language:*

PROHIBITION AGAINST RETALIATION

[ORGANIZATION] is committed to maintaining an environment in which people are free to report and address all incidents of harassment, discrimination, bullying, and other abusive behaviors as defined by this Policy. No unwarranted adverse employment action, including but not limited to: work-related threats, negative or lowered evaluations, transfers to less prestigious or less desirable work or work locations, or removal of supervisory responsibilities will be permitted against any person who:

* Reasonably attempts to address or report conduct that they believe may violate any provision of this Policy; or,
* Objects to conduct, permits others to object to conduct, or talks to coworkers about possible misconduct; or,
* Cooperates with an investigation; or,
* Participates in the complaint reporting and handling processes; or,
* Refuses to take action they perceive to be prohibited by these policies.

The following are a list of behaviors that could constitute retaliation:

* Work-related threats, warnings, or reprimands, including negative or lowered evaluations;
* Transfers to less prestigious or desirable work or work locations;
* Making false reports or sharing unverified second-hand information  with media, government authorities, or other communal entities;
* Scrutinizing an individual’s work more closely than that of others without justification;
* Removing supervisory responsibilities;
* Taking (or threatening to take) a materially adverse action against a close family member;
* Requiring re-verification of work status, making threats of deportation, or initiating other action with immigration authorities because of protected activity;
* Denying reasonable requests for accessibility accommodations.
* Terminating a union grievance process or other action to block access to otherwise available remedial mechanisms.

[ORGANIZATION] also prohibits retaliatory action for complaints filed outside the organization (e.g, EEOC, State Human Rights Authority, bringing a civil action). Engaging in retaliatory behavior may result in disciplinary action as described in the Reporting section of the Policy. If retaliation is found to have occurred, remedial and restorative action will be taken to correct the retaliatory actions.

This policy also applies to those who participate in our programs and prohibits retaliation that is not related to employment. Therefore, it is the policy of [ORGANIZATION] that social or programmatic forms of retaliation against anyone who brings a good faith complaint under this Policy are prohibited. The following are a list of behaviors that could constitute retaliation in non-employment settings:

* Excluding people from lay leadership or volunteer positions;
* Ignoring or dismissing feedback from certain volunteers or members;
* Intentionally removing people from meetings, email lists or other communication channels;
* Minimizing someone’s ability to teach or speak at community meetings or forums;
* Excluding people from religious honors such as *aliyot* (being called to recite a blessing over the Torah)who would normally receive them, or leading services;
* Creating barriers for people to celebrate a family *simcha* (celebrations)or observe other lifecycle events;
* Withholding membership contrary to existing policies;
* Treating family members, including children and grandchildren, unfairly in educational settings.

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