

## **Summary of Key Changes:**

### *Preamble:*

1. Added the word “preamble” to distinguish the preamble from the standards.
2. Added “and communal spaces” throughout.
3. Removed the words ‘gender’ and ‘sexual’ in reference to discrimination and harassment throughout.
4. Added refreshed contextual language to the preamble of the Standards, including historical context and refreshed Jewish framing.
5. Added a footnote outlining various forms of discrimination and harassment.
6. Added language around intersectional discrimination and harassment and added a footnote providing a link to the EEOC resource that defines intersectional discrimination and harassment.
7. Added refreshed language around the purpose of the standards.
8. Added refreshed language around the link between adopting and implementing the Standards and being a SRE Network member.

### *Universal Updates to the Four Sections of the Standards:*

9. Changed language throughout from future tense to present tense (e.g., “clear policies are created” vs. “clear policies will be created”) with the understanding that these are standards that organizations are proactively in a process of working towards implementing.
10. Changed ‘non-discrimination’ language to ‘anti-discrimination’ language throughout to specify a proactive approach to workplace culture that actively combats discrimination.
11. Replaced references to Jewish with the word “All” throughout the four sections of the Standards in instances where it was previously used as an identifier for workplaces and leaders, to ensure clarity that these standards are intended to apply to *all* workplaces and *all* individuals within those workplaces regardless of identity and affiliation. This should not be interpreted as a change in terms of the mission of SRE Network nor the membership we serve, which are Jewish workplaces and communal spaces in North America.

### *Policies and Guidelines*

12. Moved up from previous position (in the prior “Additional Standards to Consider” section) language regarding romantic relationships, specifying that if a romantic relationship between a supervisor and their subordinate develops, steps are taken so that the two individuals are no longer in the same supervisory chain.
13. Moved up and refreshed language from previous position (in the prior “Additional Standards to Consider” section) around parental caregiving, including ensuring that all parents receive leave equally whether the child is biological, adopted, or being fostered. In reference to parents that give birth, removed the term ‘mothers’ and replaced it with ‘birth parents.’
14. Added new language regarding reasonable accommodations for employees with disabilities.

### *Additional Standards to Consider*

15. Removed this section altogether from the refreshed standards, with the purpose of ensuring greater clarity around what is being presented as actionable standards versus areas that require ongoing evaluation and further development.
16. As stated above, items previously in this section that were incorporated in the refreshed preamble and standards include a) multiple forms of discrimination and harassment, b) parental leave, c) disability accommodation and d) romantic relationships.

17. The two areas not moved into the standards at this time, but of continued importance and active and ongoing evaluation by the SRE Network, our members and the field:
- a. *relationship to known harassers* (“Jewish workplaces should reevaluate their relationships to affiliated individuals who have been found to have engaged in discrimination, harassment, or assault. This reevaluation should include reconsidering the usage of the funds or services these individuals provide to the organization.”)
  - b. *sharing of Information* (“Targets of harassment or discrimination in Jewish workplaces should be informed of the disciplinary measures taken against perpetrators. Jewish workplaces should have a process for protecting other workplaces when providing referrals for employees who are found to have discriminated, harassed, or engaged in prohibited behaviors. They should also compile annual data on the findings of discrimination and harassment and make them publicly available in an anonymous aggregated report.”)

These two areas are of continued importance and active and ongoing evaluation by the SRE Network, our members and the field. The removal of these from the “Additional Standards to Consider” should not be interpreted as a deprioritization of these matters, but instead a move toward greater clarity and transparency around the areas with existing, well-defined protocols (as outlined in the four areas of the standards) and the areas that require further attention and development.

**Methodology:**

These standards, first released in 2018 with a focus on gender-based discrimination and harassment, were re-released in July 2021 as a practical tool for creating safe, respectful and equitable workplaces and communal spaces - for all.

The 2021 refresh of the SRE Network Standards was conducted in consultation with Sharon Masling, Partner and Director of Workplace Culture Consulting at Morgan, Lewis & Brockius LLP and Dena Robinson, Trial Attorney in the Civil Rights Division of the Employment Litigation Section of the U.S. Department of Justice, with additional input from Dr. Guila Benchimol, Rabbi Sarah Mulhern, Dr. Shira Berkovits and the SRE Network staff team.

The 2018 version of the Standards were developed in consultation with Sharon Masling, Esq., with input and insights from Dr. Guila Benchimol (Sr. Advisor, SRE Network), Gali Cooks and Mordy Walfish (Leading Edge) and Sharon Weiss-Greenberg. A review of standards and codes of conduct in other organizations included: The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Code of Conduct, Braningan and Allen ‘A *Preview of Proposed EEOC Enforcement Guidance and Effects of #MeToo*’ 2018, Department of Justice’s New Initiative to Combat Sexual Harassment in the Workplace, EEOC’s Select Task Force On The Study Of Harassment In The Workplace, Facebook’s Policy on Sexual Harassment and Unconscious Bias Video Modules and References, Fair Foods Council Code of Conduct, InterAction’s Pledge On Preventing Sexual Abuse, Exploitation, And Harassment By And Of NGO Staff, Press Forward’s Rules of Engagement, SAG-AFTRA Code of Conduct on Sexual Harassment, Society for Human Resource Management’s (SHRM) Anti-harassment Policy and Complaint Procedure, and the Tofurky Company’s Charitable Giving Program Policy on Gender Discrimination and Harassment.