

Keilim Policy Toolkit is an educational platform to provide resources to organizations. Keilim is not a legal document, and your organization needs to take into account all relevant federal, state, and local laws. Because laws vary by state and city, it is essential that you also work with an attorney to ensure that your protocols are legally compliant.

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.



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A Policy Toolkit By Sacred Spaces