

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.

FOUNDATIONAL ELEMENTS

Values Statement

Excerpt from Sacred Spaces policy:

Creating Sacred Spaces

A Policy for Promoting Safety, Respect, and Equity at Sacred Spaces

Sacred Spaces is dedicated to building healthy Jewish communities by partnering with Jewish organizations to prevent and respond to sexual abuse and other abuses of power. At the center of our work is the biblical call in Exodus 25:8 to construct a sanctuary: “Let them make me a sanctuary that I may dwell among them.” “ועשו לי מקדש ושכנתי בתוכם”, *Vi’asu li mikdash v’shachanti b’tocham*. It is only when we create safe and sacred communal spaces that we invite God’s presence to reside in our midst.

In our own organization, we strive to cultivate a sacred work environment. We practice and model the standards we teach and advise other organizations to embrace and implement. We undertake this practice among ourselves and with those we interact with outside of our organization. Our organizational values reflect this commitment. They are:

B’tzelem Elokim – (In the Image of God) – We treat everyone with the utmost dignity and respect by holding ourselves to the highest standards of interpersonal behavior. We honor and value the diversity of people’s backgrounds and histories.

Kehillah (Partnership) – We collaborate to support each other’s efforts; each person contributes to our team, enabling the success of our organization and our work in the world.

Chemlah (Empathy) – We have compassion and care for those with whom we work, including each other, and aim to support each individual’s emotional and spiritual health.

Yashrut (Integrity) – We uphold a moral and principled approach to our work, supported by a foundation of research, best practice, and expertise.

This policy’s purpose is twofold:



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1. to take proactive measures to **prohibit** and **address** discrimination, harassment, bullying and other abusive behaviors, which undermine the above values; and,
2. to ensure that our values are woven into the fabric of our organization by embedding **prevention** practices in our programs, operations, and culture.

This document is not static. It is meant to be revisited and to change as we continue to learn and grow as an organization and community.

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

