

URJ ETHICS ACCOUNTABILITY

Nothing is more important than the protection and well-being of our communities. The safety of every person in our community is our sacred moral responsibility. It is, and always will be, our highest priority.

Core Values Grounding Work

LEARNING

Continuously seek to “do better” in preventing and responding to misconduct with voices of victims/survivors, experts and others centered in pursuit of change.

TRANSPARENCY

Communicate openly and consistently with our community. Share what we learn, where we succeed, where we fail, and what we will do to improve.

ENGAGEMENT

Seek input from teens and adults in our community, including victims/survivors, existing/former staff, congregations, clergy, educators, participants, alumni, etc.

COLLABORATION

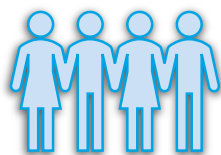
Work together with teen and adult partners across the URJ, including HUC-JIR and all our professional and affiliate partners.

Outcomes & Areas of Focus



Victims and survivors are centered in conversation to continuously improve the culture.

- Seek participation and input of victims/survivors.
- Communal Conversations.
- Restorative and t’shuvah processes.



A culture of belonging, safety and respect that is sustainable.

- Train and coach all stakeholders in a consistent and ongoing way.
- Strengthen record retention.
- Expand staff capacity to prioritize safety and respect.
- Provide tools and resources for congregations to foster a culture of safety and respect that is sustainable.



Reform Movement standards and practices for safe and respectful environments are consistent and aligned.

- Movement-wide protocols established for clergy placement.
- Movement-wide protocols to publicly share list of expelled, suspended, or censured clergy.
- Align movement-wide practices related to employment.



Reporting mechanisms known, easy to access, responded to in timely way across program.

- Add reporting avenues and plan for ombudsperson.
- Expand staff capacity to prioritize safety and respect.
- Streamline protocols ensuring reporting and complaint resources easy-to-use and easy-to-access.
- Develop and share standards to ensure timely response.
- Train stakeholders to ensure understanding of and access to resources.
- Strengthen record retention.
- Provide tools and resources for congregations to foster a sustainable culture of safety and respect.



Consistent, clear expectations known and used by all stakeholders to foster safe, respectful environments.

- Update policies and procedures.
- Make policies and tools easy to access.
- Train stakeholders to ensure understanding of and access to policies and procedures.
- Support congregations in adopting ethics codes.

Ensure that all URJ environments are safe, equitable, and inclusive for all.

Ethics Accountability Oversight & Management

Movement Partners

Central Conference of Reform Rabbis, Hebrew Union College-Jewish Institute of Religion, American Conference of Cantors, Association of Reform Jewish Educators, Women’s Rabbinic Network, Women of Reform Judaism, Men of Reform Judaism, NFTY, National Association for Temple Administration, Early Childhood Educators of Reform Judaism, and Program and Engagement Professionals of Reform Judaism

The channels for reporting misconduct remain open. If you have experienced or witnessed ANY kind of harassment, abuse, or misconduct, including bullying, verbal abuse, or discrimination, at URJ workplaces or programs, please reach out to us at report@urj.org or to Debevoise at URJInvestigation@debevoise.com. Reports will be treated confidentially, subject to obligations under State mandatory reporting laws.