

URJ Ethics Action Steps At-A-Glance

The URJ has committed to clear action steps grounded in recommendations made by Debevoise & Plimpton in the [Ethics Report](#). This At-A-Glance sheet provides an overview of the work and its progress. More information is available on the Ethics Accountability webpage.

Action Item	Status
Strengthen culture of accountability for safety and protection by centering victims and survivors in conversations.	Ongoing
Constitute teams focused on Restorative Processes, Congregations, Lay Leader Training & Education. Team members' names posted to Ethics Accountability webpage. New members will be added to the teams as well.	Completed
Ombuds Caroline Cuneo retained as an external, neutral, independent, and supportive guide to assist with the resolution of questions and concerns related to the reporting of misconduct and abuse, and to take complaints and reports from those who seek confidentiality or are not comfortable reporting through traditional URJ reporting channels. Caroline can be reached at ombudsurj@gmail.com .	Completed
Ensure easy access for staff, volunteers, parents, participants, and others to updated URJ policies / procedures.	Completed



Action Item	Status
Implement new training procedures for staff (permanent, seasonal, faculty) related to reporting systems.	Completed
Establish new HR procedures for timely response to complaints and record retention.	Completed
Enhance exit interview protocol as it relates to reporting.	Completed
Revise severance agreements to clearly state that signers are not prohibited in any way from reporting misconduct and abuse through designated reporting channels.	Completed
Clarify that survivors and victims may share their stories as part of restorative processes and future severance agreements will reflect this policy.	Completed
Develop training and education strategy for North American Board and other lay leaders that cultivates a culture of safety and prevention of sexual and other misconduct.	In progress Target Date for Completion: December 31, 2022
Youth serving staff and volunteers certified in child sexual abuse prevention and awareness.	Completed
Update and share Youth Manual with a focus on youth protection, workplace, anti-bullying policies/procedures, and consensual relationships of minors.	Completed
Create and share <i>Brit</i> (Code of Conduct) for program participants and visitors to	Completed



Action Item	Status
camp / youth programs to set expectations around safe and respectful environment.	
Train summer staff and volunteers (who interact with minors and lay leaders associated with youth programs) on updated policies / procedures, reporting systems, and anti-bullying expectations.	Completed
Convene staff team to begin conversation on policy about adult consensual relationships among seasonal and year-round staff for Summer 2023.	In Progress Target Date for Completion: December 31, 2022
Publish updated congregational Code of Ethics Resources.	In Progress Target Date for Completion: December 31, 2022
Publish list of URJ congregations that have implemented ethics codes.	In Progress Target Date for Completion: Rosh HaShanah 2023
Develop healing program roadmap with consultants Dr. Guila Benchimol and Dr. Alissa Ackerman. Learn more about our “Building a Very Narrow Bridge” Restorative Justice Project.	In Progress Target Date for Completion: November 30, 2022
Annual audit of records.	In Progress Target Date for Completion: January 31, 2023
Communal collaboration among URJ, CCAR, and HUC-JIR with the goal of	Ongoing



Action Item	Status
ensuring a web of safe and respectful Movement institutions.	
Movement-wide protocols and processes developed and shared publicly.	In Progress Target Date for Completion: December 21, 2023
Establish a new, outside reporting channel for people who have experienced or witnessed any harassment, abuse, or misconduct at a URJ worksite, camp, or program. (Attorney Jill Cohen 609.989.5060 or jcohen@eckertseamans.com .)	Completed
Schedule Program on <i>T'shuvah</i>	"On Repentance and Repair: A Reform Movement Program for the High Holy Days and Beyond" featuring Rabbi Danya Ruttenberg, author of the forthcoming book <i>On Repentance and Repair: Making Amends in an Unapologetic World</i> , and Rabbi Jill Maderer, Senior Rabbi of Congregation Rodeph Shalom, Philadelphia, is available for download on the URJ Ethics Accountability page. Rabbi Mary Zamore, Executive Director of the Women Rabbinic Network (WRN), offers introductory remarks.

