



# The Gamliel Institute Standards and Norms of Behavior

Kavod v'Nichum is committed to including people of all gender identities/expressions, sexual orientations, physical/developmental abilities, races, and Jewish experiences. We hope that you'll join us in creating brave spaces where all Jews feel welcome, seen and valued.

## Code of Conduct and Expectations for Behavior

The Gamliel Institute recognizes the importance of respectful behavior as well as a variety of perspectives. We follow these guidelines:

1. The Gamliel Institute engages a variety of instructors in a variety of contexts. The views and opinions of instructors and students are not necessarily those of the Gamliel Institute or Kavod v'Nichum.
2. The Gamliel Institute and Kavod v'Nichum believe in a pluralistic approach, which allows for a wide range of opinions and views, but always within the bounds of civility, respect, and concern for all who are included within our faculty, staff, students, instructors, and supporters.
3. We do not tolerate any form of discrimination, hatred, bigotry, or persecution in language or actions; we are and will continue to do all we are able to eliminate them whenever and as fully as possible.
4. Those who, in any context, intentionally and/or consistently violate the norms established in parts 1 and 2 above will be subject to actions by the Gamliel Institute faculty and staff that will address the issue, up to and including removal and/or banning from future Gamliel Institute and Kavod v'Nichum events.

## Gamliel Course Community Guidelines

1. Maintain confidentiality: personal details shared in the group stay in the group.
2. Respect:
  - o Respect other's perspectives, presence, and identities, inclusive of their Jewish identities. Please ask, don't assume.
  - o Flow of conversation: Refrain from interrupting.
3. Share from your own experience:
  - o Speak from the "I" and share from your own experience.
  - o Listen and speak from the heart.
  - o Speak from curiosity, rather than from assumptions.
  - o Take responsibility for your impact on others.
4. Make space/take space: Be aware of the space you occupy in class. If you find yourself often sharing aloud, consider making space for others to share. If you are often quiet, consider taking space and sharing aloud.
5. Silence: Silence can be an active way of participating and creating openings for creativity. Allow for silence in yourself and others.
6. Feedback for the Gamliel teaching staff about your experience in the course is always welcome! Reach out to us via email at any time if you'd like to connect.