



## Uri L'Tzedek Ethics Policy

Our mission: *Uri L'Tzedek is an Orthodox social justice organization guided by Torah values and dedicated to combating suffering and oppression. Through community based education, leadership development and action, Uri L'Tzedek creates discourse, inspires leaders, and empowers the Jewish community towards creating a more just world.*

We, as Uri L'Tzedek staff, volunteers, board members, and committee members, dedicate ourselves to carrying out this mission. In order to best implement the vision of Uri L'Tzedek, all staff, volunteers, board members, and committee members resolve to uphold the following values and practices:

**Derekh Eretz:** We will conduct our organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion. We will conduct ourselves in all our activities with full respect for others, and for each other.

**Emet:** We will strive to the highest standards of personal integrity, truthfulness, and honesty in all our activities in order to inspire confidence and trust in Uri L'Tzedek and its mission.

**Zrizut:** We accept as a personal duty the responsibility to keep up to date on emerging issues, internal to the organization and in the broader world, and are prepared to act with alacrity when necessary.

**Mishpat:** We will conduct ourselves with professional competence, fairness, impartiality, efficiency, and effectiveness.

**Arevut:** We will strive for personal and professional excellence and encourage the professional developments of others. We will encourage working together in partnerships wherever appropriate in order to advance our mission.

**Kavod:** We will respect the structure and responsibilities of the board of directors, staff and volunteers respectively, providing them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the board of directors.

**Shkifut (transparency and disclosure):** We will strive for transparency among the board, staff and public, and we will make known any ethical violations or conflicts of interest to the fullest extent appropriate, within the limits of both our confidentiality policy and the prohibitions related to rechilut and lashon harah.



Other Ethics Policies

Conflict of Interest - Please see the Uri L'Tzedek Conflict of Interest Policy, which is expressly incorporated herein.

Sexual Harassment Policy - Please see the Uri L'Tzedek Sexual Harassment Policy, which is expressly incorporated herein.

Whistleblower Policy - Please see the Uri L'Tzedek Whistleblower Policy, which is expressly incorporated herein.

Honoraria - Please see the Uri L'Tzedek Honorarium Policy, which is expressly incorporated herein.

Improper use of Information - Information related to Uri L'Tzedek's internal functioning shall not be used for personal or outside organizational gain. This includes, but is not limited to, confidential information about program participants, staff, or board members, or funders, personnel, campaigns, or other any other such information. Please also see the Uri L'Tzedek Confidentiality Policy, which is expressly incorporated herein.

Material Property - All material written or developed by Uri L'Tzedek staff, volunteers, board members, and committee members for use by Uri L'Tzedek is the sole property of Uri L'Tzedek. This includes but is not limited to, curricula, workshop materials, designs, financial information and other written documents. Staff, volunteers, board members, and committee members may not patent, copyright, or register as a trademark any work prepared, created, or invented by them for Uri L'Tzedek.

Conduct Outside of Uri L'Tzedek Work - As leaders in a young, growing organization, Uri L'Tzedek we represent Uri L'Tzedek in both formal Uri L'Tzedek work and informally to the outside world. Leaders in Uri L'Tzedek should reflect the organization's commitments and beliefs as ethical *halakbik* Jews in the outside world.

**Commitment to Policy.** At the time each new Officer, Employee, or Committee Chair assumes his or her position with URI L'TZEDEK, he/she will indicate agreement with and commitment to abide by this URI L'TZEDEK Ethics Policy and the policies incorporated herein.

I have reviewed the above URI L'TZEDEK Ethics Policy and the policies incorporated herein, and I commit to abide by them.

Signature

Position (Officer, Employee, Committee Chair)

Date