

Code of Conduct

Background

JPro22: Going Places, Together, will be a community gathering of 1,000 Jewish professionals, convened by JPro and JFNA. As a collective, we recognize the existence of a multiracial, multicultural, multifaith and multilingual richly diverse Jewish professional community, and this conference is intended as a celebration of their vital work and an opportunity for the rich diversity of our sector to come together to learn, connect and create a culture of belonging for all people who choose to join our communal spaces, while bridging across social groups, fostering a deeper understanding and appreciation for one another.

Purpose

We are committed to creating a productive, respectful, harassment-free environment for all participants, including conference registrants, staff, speakers, vendors, and volunteers. Harassment as outlined below is considered by JPro and JFNA to be a serious form of professional misconduct. This Code of Conduct is established in order to promote safety and respect in all of our activities. We expect all participants at JPro22 activities to abide by this policy in all venues, including ancillary events and unofficial social gatherings:

The following behaviors do belong at JPro22:

- Exercise consideration and respect in your speech and actions;
- Refrain from demeaning, discriminatory, or harassing behavior and speech;
- Be mindful of your surroundings and of your fellow participants;
- Alert conference leadership if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem minor.

The following behaviors do not belong at JPro22:

- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical contact;
- Harassment that discriminates against a specific group of people based on age, race, sex, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital status, domestic status, or parental status;
- Abuse of power (including abuses related to position, wealth, race, or gender).

Security: Security at JPro22 is overseen by the Jewish Federation of Cleveland and provided by a private security company. Security personnel are familiar with this Code of Conduct and have been briefed on our diverse community of participants.

Contact us to report an incident: If, while at JPro22, you have been involved in or have witnessed an incident that violates the Code of Conduct, please go to the registration desk and ask for Marti Balcom, or send her a private message using the conference app. Reports will be treated as confidential. Share as much information as you can to help Marti and the JPro22 team make a thorough investigation of the incident. For immediate safety issues, contact security (someone at the registration desk can also help you locate a member of the security team if needed).

Our commitment: JPro and JFNA will investigate all reported incidents with discretion and confidentiality. We reserve the right to bar any person who violates our Code of Conduct from attending the conference in its entirety or in part.