

## Community Code

**Entwine** is building a generation of young Jews who lead and live a life of action with global Jewish responsibility at its core. Entwine is an initiative of JDC, the world's leading Jewish humanitarian organization. JDC is committed to treating people with compassion and respect. This commitment extends to all members of the JDC community including, employees, Board Members, donors, travelers, volunteers, and our clients.

Entwine's **core values** that drive our mission are:

- *Kavannah* (Intention)- intentional in one's purpose, self-reflective about one's presence, and sensitive to intercultural considerations.
- *Arevut*- (Guarantorship)- awareness, connection, and responsibility for each other's wellbeing.
- *Assiyah* (Action)- taking an active role together with our peers, in shaping the Jewish value of *arevut* to be relevant to our generation today.

The Entwine Community Code ("**Code**") is a practical understanding of how we honor our commitment and uphold our values. Our Code applies to all members of our community in connection with any of our activities and communication platforms organized or operated by us ("**Activities**"). As a member of our community, you uphold this Code and are also protected by it when engaging in our Activities.

Entwine staff and participants holding leadership roles (such as Community Representatives, Trip or Event Chairs, etc.) must exemplify the highest standards of behavior outlined in the Code and proactively promote its practice amongst our community.

### Respecting our Code means that you:

#### **Respect the impact of your participation on our Activities by:**

1. Participating in all planned group programming and not diverging from an itinerary without permission.
2. Ensuring that Activity application/participation requirements are all true to the best of your knowledge.
3. Adhering to JDC's [security guidelines](#).
4. Avoiding activity that is illegal or causes personal injury or property damage.
5. Avoiding excessive use of alcohol or other mind/body altering substances or causing another person to consume any drug, alcohol, or other substance without their knowledge and consent.
6. Not allowing any unauthorized person to gain access to our Activities.
7. Respecting people's personal information and not using their information for personal gain and/or without consent.
8. Willingness to cooperate and make true statements regarding a violation of this Code.
9. Not retaliating against a person for making a good faith report of a violation of our Code.

#### **Help create a safe environment that is free of harassment or discrimination by:**

1. **Physically:** being mindful of others' personal space, appropriate touching, and boundaries; recognizing that sexual harassment may include a range of subtle and not so subtle behaviors and may involve individuals of the same or different genders; only engaging in sexual contact when there is expressed affirmative and voluntary agreement (**only "yes" means yes**); recognizing that consent can be rescinded. One must be physically able to clearly communicate

and consent (not be unconscious, sleeping, or too intoxicated). It is a violation of our Code for any employee to engage in sexual contact with a participant during any Activity (even with consent).

2. **Verbally:** avoiding aggressive behavior intended to hurt another individual, derogatory statements, insensitive jokes, slurs and unwelcome comments, including about a person's culture, appearance, race, disability, religious practices, sexual orientation, gender (including gender identity and gender expression), or making unwanted advances of a sexual nature.
3. **Visually:** not creating or sharing offensive or obscene images, displaying of sexually suggestive or lewd objects, unwelcome notes or messages, or any other written or graphic material that denigrates or shows hostility or aversion whether in person or sent by email, text message, social media or other electronic media.

### **Reporting Violations**

Entwine is dedicated to fostering a safe, respectful and comfortable environment during our Activities. With the recognition that reporting an incident may be difficult or uncomfortable, we encourage anyone who experiences, witnesses, or becomes aware of **any violations of our Code or has a concern regarding one of our Activities** to report the incident immediately in one or more of the following ways:

- To an Entwine staff member on site.
- To our Director of Global Programs, Jenette Axelrod via email at [jenettea@jdc.org](mailto:jenettea@jdc.org) or by phone at 917-893-1821.
- To our Director of Engagement, Arielle Sokoloff via email at [arielles@jdc.org](mailto:arielles@jdc.org) or by phone at 917-318-1285
- To our Senior Director of Program & Organizational Development, Andrew Belinfante via email at [andrewbe@jdc.org](mailto:andrewbe@jdc.org) or by phone at 917-288-5916.

We will aim to provide as much confidentiality as possible under the circumstances, and **we will not tolerate any form of retaliation against anyone who in good faith reports or provides information about behavior that may violate our Code.**