

## **Israel Policy Forum and IPF Atid Code of Conduct**

Israel Policy Forum and IPF Atid are committed to creating a collegial, respectful, and harassment-free environment for all staff, lay leaders, volunteers, and event participants.

This Code of Conduct is established to promote safety and respect at Israel Policy Forum and IPF Atid programs, meetings, and events, including unofficial social gatherings. We expect all participants to:

- Exercise consideration and respect in their speech and actions;
- Refrain from demeaning, discriminatory, or harassing behavior and speech;
- Alert Israel Policy Forum and IPF Atid staff members if you notice a dangerous situation, someone in distress, or violations of this policy.

If while at an Israel Policy Forum or IPF Atid event, you have been involved in or have witnessed an incident that violates this Code of Conduct, please report it to Chief Operating Officer Snezhana Orlando, IPF Atid National Director Shanie Reichman, or another on-site Israel Policy Forum staff member. Reports will be treated as confidential, and investigations will be handled with discretion and confidentiality.

Israel Policy Forum and IPF Atid reserve the right to ask any person who violates our Code of Conduct to leave an Israel Policy Forum or IPF Atid event, and to bar any person who violates our Code of Conduct from attending any future Israel Policy Forum and IPF Atid events. We fully prohibit any actual, threatened, or implied retaliation against someone reporting a possible violation or participating in an investigation under this policy.

The following behavior does not belong at any Israel Policy Forum or IPF Atid events:

- Yelling at, threatening, or bullying speakers or attendees, or any other disruptive conduct such as repeated interruption of a speaker;
- Creation of an atmosphere of harassment or intimidation, including but not limited to stalking;
- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical contact;
- Abuse of power, including abuses related to position, wealth, race, or gender;
- 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, medical conditions, socioeconomic status, marital status, domestic status, or parental status, or any other category protected by law.

The term harassment may include any of the following:

- Offensive remarks, comments, jokes, slurs, and threats;
- Offensive pictures, photographs, conduct, or communications, including text messages, instant messages, websites, voicemails, social media postings, and e-mails;
- Offensive sexual remarks or sexual advances;
- Offensive physical conduct, including touching and gestures.