

## *Model Code of Ethics*

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# Model Code of Ethics

## PREAMBLE

Professional/Communal practice in the Jewish community is based upon Jewish values, humanitarian consideration, democratic ideals and professional knowledge and skill. Professional workers are dedicated to meeting the needs of the individuals and organizations they serve and to promoting the advancement of the Jewish community and, in general, of the broader community. Professional practice requires the disciplined and skillful application of knowledge about the community, about Jewish values and history and about individual and institutional needs. It requires the gathering of appropriate community resources to achieve maximum community benefits.

Professional service within the Jewish community is a communal trust. Among the qualities that a communal service practitioner must possess are integrity, compassion, belief in the dignity and worth of human beings, respect for individual differences and commitment to service. Communal service requires an understanding and mastery of a body of knowledge and skill. Through professional education and experience, the practitioner hones these qualifications, remaining aware of the changing limitations of knowledge and skill within the communal service field. The practitioner's ultimate goal is the performance of a service with integrity and competence.

Each member of the profession is entrusted with certain basic responsibilities. These include maintaining and improving communal service and practice; increasing the knowledge upon which the practice and social policy are based, and contributing to the philosophy of the profession.

## CODE OF ETHICS

This Code of Ethics embodies standards of behavior for the professional worker in relationship to those served: colleagues, employing organizations, other practitioners and the community. In adhering to this Code, professionals must view their obligations in as wide a context as the situation requires, take all the principles into consideration and select a course of action consistent with the Code's spirit and intent.

As a member of my Affiliated Professional Association and/or the Conference of Jewish Communal Service, I agree to conduct my professional relationships in accord with the Code of Ethics, and I subscribe to the following statements:

1. I regard as primary my obligation to the continuity, well-being and survival of the Jewish people and to the welfare of the Jewish community, its organizations and individuals. This obligation imposes upon me the necessity of working to improve social conditions, to enhance the quality of Jewish life, to strengthen Jewish identity and to assure a creative Jewish survival.
2. I am committed to a concept of Judaism based on Jewish ethics, morals, culture, history, tradition and religious values. I will continuously attempt to enhance my understanding and knowledge of these principles in order to uphold this concept.
3. I recognize the special relationship between Israel and the Jewish Diaspora and will strive to increase my understanding of this important relationship and work to strengthen that relationship.
4. I support the principle that Jewish communal service requires appropriate professional training and continuing education. I will endeavor to improve my professional skills and will attempt to add to the body of knowledge, information, and practice skills in Jewish communal service.
5. Within my capability, I will contribute my knowledge, skills and support to programs of building and improving the Jewish community in particular and human welfare in general.
6. I accept responsibility for helping protect the community against unethical practice by any individuals or organizations involved in service to the Jewish community.
7. I will hold myself responsible for the quality of service I perform.

8. I will, within reasonable limits, give precedence to my professional responsibility over my personal interest, and will give appropriate support and service in times of emergency to the community and its institutions.
9. I will distinguish clearly, in public, between my statements and actions as an individual and as a representative of my organization.
10. I will respect the confidentiality, viewpoints and privacy of persons served by my organization and of volunteer associates and colleagues. I will act upon all information gathered in professional relationships in a responsible and disciplined manner.
11. I will treat with respect the finds, views, and actions of colleagues and will use appropriate channels whenever I express judgments on these matters.
12. Consistent with my primary obligation for the advancement of the Jewish community, I recognize that some staff positions require Jewish personnel whose background, training and commitment are essential to advancing the well-being and continuity of the Jewish community. In all other situations in which assignments do not require such factors or in cases in which personnel can be trained and sensitized to Jewish values, I will work to prevent and eliminate all forms of discrimination in hiring policies and practices.
13. I will demonstrate my understanding of an belief in the principles of *Tzedakah* through appropriate participation in the philanthropy of the community.
14. I accept the responsibility for working toward the creation and maintenance of conditions within my organization which will enable communal workers to conduct themselves in keeping with the Code of Ethics.