

EXPECTATIONS OF STAFF, FACULTY, AND LAY LEADERS

Boundaries - Expectations

PROFESSIONALISM

To be familiar with URJ's statements and values regarding our relationship with [Israel, the war](#), Palestinians, and the region, and to support these values as a professional/stakeholder of the URJ:

- While individuals may have varying personal viewpoints, they will support the org wide stance while in their professional role
- To serve as role models and professionals, grounded in URJ's [mission/vision/values](#); as well as any articulated by their camp

SENSITIVITY

To be familiar with [codes of conduct](#) and communication guidelines and policies, including conversations that are developmentally appropriate, attuned to individuals and environment, and trauma informed.

INCLUSIVITY

To be familiar with [Talk For A Change](#) and related facilitation skills to create an atmosphere of respectful conversations, belonging, and community.

ACCOUNTABILITY

To know your limits and seek support from supervisors if they are unclear, and/or need support on any of the above.

SELF-CARE / SELF-MANAGEMENT

To know your personal and professional expectations and boundaries and manage your feelings, thoughts, and behavior to meet those expectations.