

Code of Conduct

Background: **JPro25 in partnership with Jewish Federations** will gather 1,500 Jewish communal professionals in Baltimore, MD from May 5 – 7, 2025. We will celebrate the rich diversity within our sector and welcome professionals of all races, cultures, faiths, genders, sexual identities, and abilities. JPro25 is intended to honor the vital work of our field and provide an opportunity for us to come together to learn and connect. JPro25 aims to foster a culture of belonging for all people within our communal spaces while bridging across social groups to deepen our 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 Jewish Federations to be a serious form of professional misconduct. This Code of Conduct aims to promote safety and respect in all our activities. We expect all participants at JPro25 to abide by this policy in all venues, including ancillary events and unofficial social gatherings:

The following behaviors do belong at JPro25:

- 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 JPro25:

- 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 JPro25 is overseen by The Associated: Jewish Federation of Baltimore 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 JPro25, you witness or experience a security issue or experience a medical emergency, please call 911. If you have been involved in or have witnessed an incident that violates the Code of Conduct, please go to the registration desk to report it. Reports will be confidential. Share as much information as you can to help the JPro25 team thoroughly investigate the incident.

Our commitment: JPro and Jewish Federations 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.

