



BEHAVIORAL POLICY

Our Mission: Enriching the lives of Jewish students across San Francisco so that they may enrich the Jewish people and the world.

Our Vision: We envision a world where every student is inspired to make an enduring commitment to Jewish life, values and learning, and to develop a thoughtful, meaningful connection to Israel.

Our Inclusivity: We believe in the inherent worth, value, humanity, and dignity of each person. As Jewish tradition teaches, each of us is created *b'tzelem Elohim*, in the Divine image. To that end, we are committed to pluralistic Jewish life on campus, a diverse workforce, and the values of inclusivity. We embrace all the identities, experiences, and backgrounds each person brings. We respectfully welcome students, professionals, and community members of all abilities, races, ethnicities, socio-economic backgrounds, gender identities, sexual orientations, observances, and interfaith backgrounds, so that we can work together to contribute to, and experience the full richness of, Jewish life and community.

I. INTRODUCTION

SF Hillel is committed to promoting a welcoming and safe environment, where everyone is treated respectfully. This policy is designed to ensure Hillel can execute its Mission, Vision and Inclusivity Statement, as articulated above. It is also intended to recognize that SF Hillel is a student organization, a gathering space, a community, and a workplace for professionals. These functions normally align. However, it is important to articulate certain expectations of conduct and behavior that ensure SF Hillel can fulfil all of these, and other, roles that it plays on campus and in the Jewish community.

This policy is designed to cover the following types of relationships:

- Staff to staff
- Staff <---> student
- Student to student
- Board member, Vendor, Community member to staff
- Board member, Vendor, Community member to students

The policy applies at any SF Hillel program, meeting (group or 1-on-1), event, immersive experience or gathering opportunity, whether it takes place 33 Banbury Drive, on a campus, another location, or online/virtual interactions.

II. PROHIBITED CONDUCT

The following behavior is prohibited for students and student organizations:

A. ALCOHOL AND OTHER SUBSTANCES

1. Engaging in behavior prohibited under San Francisco State University's policies regarding substance abuse and alcoholic beverages, and/or the policies of the University of San Francisco or other relevant schools.
2. Possession, use or distribution of controlled substance(s) as prohibited under school policies and applicable laws.

B. BULLYING, THREATENING, AND ABUSIVE BEHAVIOR

1. Engaging in or threatening to engage in behavior(s) (including communication) that, by virtue of their intensity, repetitiveness, or otherwise, endanger or compromise the health, safety or well-being of oneself, another person, the general University community, Hillel employees or volunteers, University employees, or that disrupt the effective continuation of Hillel's ability to provide its services to individual students or for the general student community. Such behaviors include, but are not limited to, threatening, coercive, tormenting, mocking, intimidating, stalking, and exploiting known psychological or physical vulnerabilities or impairment.
2. Abusive behavior towards a Hillel or University employee or agent acting in performance of their duties.
3. Physical violence, actual or threatened, against any individual or group of persons.
4. Note: Critical examination of beliefs, including critical commentary on another person's views, does not by itself constitute hostile conduct or harassment. One of the underlying rationales of this policy is to promote the free exchange of ideas, not to limit it.

C. DESTRUCTION OF PROPERTY

Vandalizing, damaging, destroying, or defacing Hillel property or the property of others.

D. DISORDERLY CONDUCT & DISRUPTION OF EVENTS

1. Disorderly, disruptive, or antagonizing behavior that interferes with the safety, security, health or welfare of the community, and/or the regular operation of Hillel.
2. Behaviors that, by virtue of their intensity and/or repetitiveness, interfere with Hillel programs, events, or engagements, such as: persistently talking without being recognized; creating noise that obstructs the learning process; repeatedly interrupting others without good reason; maliciously or inappropriately mocking or ridiculing another's work or comments beyond the scope of academic inquiry; speaking in an abusive or derogatory manner; or deliberately engaging in other

behaviors that have the effect of disrupting Hillel programs, events, or engagements.

E. HAZING

Hazing is defined as any method of initiation or pre-initiation into a student organization, or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, university or other educational institution in this state (Penal Code 245.6), and in addition, any act likely to cause physical harm, personal degradation or disgrace resulting in physical or mental harm, to any former, current, or prospective student of any school, community college, college, university or other educational institution. The term "hazing" does not include customary athletic events or school sanctioned events.

Neither the express or implied consent of a victim of hazing, nor the lack of active participation in a particular hazing incident is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act, and is also a violation of this section.

F. SEXUAL MISCONDUCT

Engaging in behavior prohibited under CSU Executive Orders [1096](#) and [1097](#).

G. THEFT AND UNAUTHORIZED TAKING

1. Taking (e.g., stealing, theft) of property or services without permission from the owner, regardless of intent to return the item.
2. Knowingly possessing, selling, or distributing stolen property or materials.

H. MISUSE OF HILLEL PROPERTY

1. Entering or remaining on or in any part of the Hillel premises without proper authorization.
2. Use of Hillel property or space without proper authorization.

III. PROCEDURE

If Hillel believes, in its sole discretion, that a student, or other person, or student group, has engaged in Prohibited Conduct, Hillel has the right, in its sole discretion, to take remedial measures against the person or entity. Without limiting or waiving Hillel's rights to seek further civil or criminal actions, those measures may include oral warnings, written warnings, temporary suspension of access to Hillel resources, or permanent removal of access to Hillel resources. Nothing herein restricts Hillel's ability, as a private organization, to enforce its property rights and access rights at its sole discretion.

Persons who are the targets of, or witnesses to, hostile or harassing conduct should contact SF Hillel staff. If safe to do so, targets and witnesses may also demand that the offender(s) stop the offensive conduct or communication.

No person shall be retaliated against for complaining in good faith about a violation of these policies/expectations or for cooperating with an investigation into a complaint.

Reports of hostile or harassing conduct will be promptly addressed. If SF Hillel staff are unavailable to receive a report, then suspected violations of this policy/expectations may be reported to the Board of Directors.

The identities of persons participating in an investigation and the information they provide will not be shared with individuals who do not have a legal or legitimate need to know.

IV. REVISIONS TO THIS POLICY

Hillel may revise this policy at its sole discretion, with or without prior notice. Hillel shall make reasonable efforts to apprise stakeholders of its policy.