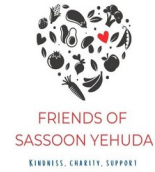




# The Sephardi Association of Victoria Inc.

Sassoon Yehuda Sephardi Synagogue  
Friends of Sassoon Yehuda Inc.  
Sephardi Heritage Museum Australia



*All policies have been reviewed April 2026*

## Code for Professional Conduct

This policy outlines how employees, volunteers, and Rabbi, conduct themselves as representatives of the Sephardi Association of Victoria (SAV) and the Sassoon Yehuda Sephardi Synagogue, and Friends of Sassoon Yehuda (collectively known in this policy as "SAV Representatives").

### Personal Standards

While attending to matters related to the Synagogue/SAV/ FOSY, it is expected that SAV Representatives will dress in an appropriate manner, that is a credit to the organisation.

SAV Representatives must declare conflicts of interests to the Synagogue committee, at a monthly meeting.

While representing, or seen to be representing the SAV/Synagogue/FOSY, SAV Representatives will comply with the law and ensure that their behaviour does not interfere with their role as a representative of the SAV/ Synagogue/FOSY, and that their behaviour does not bring the SAV/ Synagogue/FOSY into disrepute.

SAV Representatives must aim to treat all members of the public, as well as the *kehillah*, in a courteous and polite manner.

SAV Representatives will treat other SAV Representatives with respect. And there is an expectation that everyone will actively support an environment free of harassment, discrimination and victimisation.

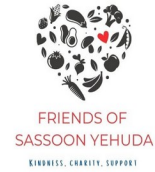
Where a SAV Representative is involved in a dispute with another SAV Representative, the issue must be addressed accordingly by the President, Vice President, Secretary or Treasurer to ensure





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the SAV is not adversely affected.

**For members of the Board/Committee** – SAV Representatives will treat all staff with respect and not abuse their role by making any demands that may be considered unfair.

### Confidentiality

SAV Representatives (**specifically those on the Board/Committee**) must **not** disclose any sensitive information that they come to know as a result of their association with the SAV, with anyone outside of the committee, unless there is Executive approval (ie: approval from two of the following persons, President, Vice President, Secretary or Treasurer).

SAV Representatives acknowledge that disclosing information about others, even where the information was made known outside of the SAV may be a breach of halachic principles of *lashon hara*, *avak lashon hara*, *rechilut* or *motzi shem ra*.

SAV Representatives must be aware and respect that disclosing confidential information may pose a legal liability to not only themselves but also to the SAV. And they may also be in breach of the Privacy Act 2001.

Members of the Board/Committee must accept that confidentiality is paramount, and that what is discussed at meetings may not be shared outside of the Board/Committee.

SAV Representatives must not use their association with SAV or the Synagogue for personal or financial gain, where no consent or endorsement has been gained by two members of the Executive ie: President, Vice President, Secretary or Treasurer.

### Breaches of this Code of Conduct

SAV Representatives accept that a serious or persistent breach of this code of conduct may lead to the dismissal of an employee or volunteer.

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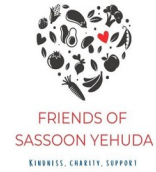
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For members of the Board/Committee, the Board will consider appropriate disciplinary action.

This policy reviewed April 2026

