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# Quiz 011—Community Policies & Procedures

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### This quiz is to help you reflect upon some of the important points of the Community Policies & Procedures portion of our *Ethics Guidelines for Spiritual Helpers & Communities*. We suggest you type in your answers below where you see the dashes, and hit “save” so you have a copy of your answers. When you are accepted into our seminary program, the administrator will provide you with a student ID and log-in password and then you can turn in your answers to receive credit for your work.

1. **According to our Policies & Procedures, who/what is a citizen of our organization?**

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2. According to our Policies, what is a kickback, and is it okay to take a kickback for something you do in the course of your position with Tzaddi or Gauden?

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3. What is our Policy on use of illegal drugs or alcohol at a Tzaddi or Gauden gathering?

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4. In order to ensure an environment which respects the worth of each individual and which is free from all forms of unlawful discrimination, which characteristics are deemed “protected” under the discriminatory harassment policy?

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5. Give one example of each of the protected characteristics. For example: race = Asian

etc.

6. Give four examples of situations that qualify as discriminatory harassment, as described in the *Community Policies & Procedures*.

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7. Does every concern or complaint require a formal response? If not, who has the discretion to decide?

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8. When may disciplinary action be taken?

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9. What may disciplinary action entail?

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10. Scenario: The Board of Directors has appointed an investigating officer to examine the situation around a complaint of illegal discrimination arising from an incident between a spiritual teacher and a student in a class you attended. a. Is it within the scope of the investigator’s duty to contact you to ask some questions if you are witnessed the situation?

b. Do you have any responsibilities as far as how you respond to the investigator?

c. If you were ever contacted in this way, what would you find supportive?

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