



## **Shabbat and Jewish Holiday Operating Policy**

*Revised/Approved by the JSV Board of Directors on April 19, 2021*

### **Jewish Silicon Valley's Shabbat and Jewish Holiday Observance Policy seeks to:**

- encourage participants in our community to engage in observances that promote Shabbat rest and renewal;
- ensure that participants in our community need not choose between Shabbat observance and full access to community offerings; and
- foster collaborative efforts amongst Jewish organizations in our region.

On Shabbat we set aside our transactional, output-oriented mindset, and focus on experiences that foster peace, joy, and deep connections with family, friends and community.

**Shabbat is observed from sunset on Friday night through sunset on Saturday night. Jewish holiday observance also typically begins at sunset.**

During Shabbat and those Jewish holidays during which observance includes rest, Jewish Silicon Valley and the APJCC will continue to operate and conduct business in the same manner as on other days, with the following exceptions:

1. Employees are encouraged to refrain from work on Shabbat or holidays that could be conducted on other days, including sending and responding to non-urgent emails. If a day of rest is not possible on Shabbat, we encourage staff to rest on at least one other day of the week.
2. No employee who chooses to observe Shabbat or Jewish holidays shall be required to work during the hours of those days (as determined by referencing hebc.com).
3. Any class or activity that does not center on Shabbat or holiday observance and that is offered during the hours of Shabbat must also be offered on another day of the week, in order to ensure that those observing have an option to participate at another time.
4. Community programs that take place during the hours of Shabbat or Jewish holidays must center on Shabbat or holiday observance and should complement and not compete with the offerings of synagogue partners. As such, these programs are strongly encouraged to be planned and executed in partnership with at least one synagogue partner.
5. Exceptions to this policy will be taken on a case by case basis by the CEO.

*This policy does not affect rentals or outside organizations.*