

Resolution on Promoting Equal Employment Opportunities within the Reform Movement

Adopted by the Commission on Social Action—April 10, 1991

Among our most sacred Jewish values is the fundamental principle that we are all created in the divine image. All Jews are welcome in the Reform Movement, whether heterosexual or gay or lesbian, married or single, parents or childless, female or male, Black or white, disabled or not. Within Reform Judaism, there are many paths to God.

Regardless of context, discrimination arising from apathy, insensitivity, ignorance, fear, or hatred is inconsistent with that principle and is morally wrong. Any discrimination based on sexual orientation, marital status or intent, parental status or intent, gender, race, age, or disability is unacceptable.

The Union of American Hebrew Congregations is justly proud of its strong record in working to eliminate invidious discrimination wherever it exists in our society, and is fiercely committed to continuing this effort. It is now appropriate for the UAHC enhance its efforts to promote equal employment opportunities within the Union, its affiliates, and its congregations.

Therefore, the Commission on Social Action

1. Commends the Central Conference of American Rabbis for reaffirming its policy of admitting all rabbinic graduates of the Hebrew Union College-Jewish Institute of Religion. We encourage all institutions of Reform Judaism, associated professional organizations, and affiliates to adopt a policy of equal employment opportunity. Equal employment opportunity should not include discrimination on the basis of sexual orientation, marital status or intent, parental status or intent, gender, race, age, or disability.
2. Urges the president of the UAHC to invite representatives of all the major Reform Jewish institutions (including HUC-JIR, CCAR, ACC, NATE, NATA) to evolve a coherent movement-wide conscious-raising campaign to encourage acceptance by congregations and Reform institutions of the principles of non-discrimination in employment on the basis of sexual orientation, marital status or intent, parental status or intent, gender, race, age, or disability.