

Interactive
Questions
for Your
Shabbos
Table

ISSUE 31

SHABBOS PARSHAS VAYIKRA 5785

Please do not read
during davening and
krias haTorah.

Can I Let the Video Tell the Tale?

I'm the head playgroup teacher in one branch of a network of kindergartens. I have four assistants. Every six months, a human relations (HR) expert is sent in to teach us how to bring out the best in our team.

My assistants don't show enough initiative. I even have to point out things that should be obvious to them, like watching the

class while I'm settling a fight between two kids or keeping the children from running into the garden when I'm busy preparing for an activity.



The HR expert has given me general advice on how to improve the situation, but it hasn't helped very much. She said she could give me

better, more specific advice if she could see a video of the assistants in action.

All our classrooms are monitored by video, and the assistants agreed to this in their contract. I've been trying to avoid identifying them up until now, but if I give the HR expert the video so I can get better advice, they will be exposed. Am I allowed to do this?

—Esty

What's the **Psak?**
Do you know the halachah?

- A **Yes**, the organization hired the HR expert to give you best available advice.
- B **No**, keep using the general advice and see if it eventually works.
- C It depends if the HR expert knows the assistants personally.

Doing What **We're Paid to Do**

A video showing the assistants performing poorly *can* be loshon hora, since it harms the reputation of the assistants.¹ But negative information, which would otherwise be loshon hora or *rechilus*, can be revealed when someone is causing a loss or harm to another—such as, when an employee is not performing well.²

Here, the organization hired the HR expert to improve the staff's performance—a *to'eles*.^{*} Esty has already tried to accomplish the purpose by some means that doesn't involve loshon hora.³ Since that didn't fully fix the situation, she is allowed to show the HR expert a video of the assistants at work.

^{*} Note: For the **seven rules of to'eles**, see the Aderaba table card or visit cchf.global/toeles.

Rav Pam, zt"l, advised great caution when presenting halachic scenarios to the public, as each situation is unique. This *shailah* is for discussion only; actual halachic decisions should be made by a rav or halachic expert on a case-by-case basis.

The Shmiras Haloshon Shailah Hotline: 718-951-3696 2-3PM / 9-10:30 PM

1-Sefer Chofetz Chaim, Loshon Hora 18 2-Sefer Chofetz Chaim, Loshon Hora 10:2 3-Sefer Chofetz Chaim, Rechilus, 9:2



The Answer

The halachah is A.
Yes.

Reviewed by
Rabbi Moshe Mordechai Lowy

Be aware! When discussing shmiras haloshon issues, using personal examples may lead to unintended loshon hora. Keep it general to keep it kosher.

We are an **אדרבה** family

We know that **saying** the good
starts with **seeing** the good.



See the
good
in the
heart
of a Yid



Rabbi Bernstein* needed a *talmid chacham* to advise him on a question he had. He was at the chassan's *tisch* at a wedding when he met Rav Shmuel Kamenetsky, *shlita*, who was there as the

Tell Me All About It



mesader kiddushin. When Rabbi Bernstein approached Rav Shmuel, the *gadol* suggested that they meet in the reception hall after the *chuppah*.

On the way to the *chuppah*, Rabbi Bernstein happened to be walking behind Rav Shmuel. As they walked through the lobby, they passed a bar that was being tended by an African American man. Rav Shmuel paused and asked him, "How are you today?"

"Not good!" the bartender blurted out. "But I'm sure you don't really care. Everyone says, 'How are you' to me, but they're all just being polite."

"But I really do care," Rav Shmuel

said sincerely. "I am going to officiate at this wedding, and when it's over I'll come back to speak to you."

When the *chuppah* was over, Rabbi Bernstein headed to the reception hall to wait for Rav Shmuel. After roughly 20 minutes, Rabbi Bernstein went out to the lobby to see if he could find the Rosh Yeshivah. Much to his surprise, Rav Shmuel was seated on a barstool, listening intently as the bartender poured out his woes.

No one would have known about Rav Shmuel's conversation with the bartender had Rabbi Bernstein not seen it and told the story to others. What Rabbi Bernstein witnessed was a living example of a talmid chacham's sincere concern for another person.

*Name has been changed.

Be the
good
Pursue
Peace



Meir and Mirel Gross* were looking for a house to buy. The most important thing

for them was that it be near Mirel's mother's house, since she was getting older and needed more help. For a long time, though, there were no houses for sale in the area.

At last, a house, one block away from her mother, went up for sale. Mirel went to see it and made an offer. The seller, a Jewish woman, accepted the offer, but on one condition: she needed a \$30,000 deposit within the week. Mirel agreed,

and three days later, she brought the owner of the house a deposit.

"I'm sorry," said the seller, "but I sold the house to someone else."

Mirel was furious. "I did exactly what you asked me to do. You can't just sell it

out from under me!"

"But I did. It's a done deal, Mrs. Gross. I'm sorry, but there's nothing that can be done now."

A few days later, Meir tried to cool off his wife's anger. "I know that you're still very upset, and you have every right to be. I also know that making shalom

is very important. I know it's very hard, but are you able to forgive this woman?"

Mirel agreed to try, and after a few days, she managed to let go of her grudge. A few months later, she found a house right next door to her mother's, and got a much better deal as well! Hashem could not have given her a clearer message. She had let go of her anger, and He rewarded her with something much better.

*Names have been changed.

The House That Was Supposed to Be Mine



Heard from Rabbi
David Ashear

DEDICATIONS

As a *zechus* for a *shidduch*
for Yisroel Meir ben
Haddasah and
Sura Leah bas Shulamis

לע"נ דבורה רחל בת
אב נחמן הכהן ע"ה

As a *zechus* for
Isser ben Esther Tzirel

L'ilui nishmas
Meir Hirsch ben Moshe z"l,
Ron Bookbinder
Dedicated by
Gila Bookbinder-Sacks

As a *zechus* for a
refuah sheleimah for
Chaya Devorah bas
Sorah Shprintza

As a *zechus* for
Yaakov ben Chana Chaya
and our children

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