



CODE OF ETHICS

This Code of Ethics at Muslim Community Association of Ann Arbor and Vicinity (MCA) serves as a guide for the behavior and decision-making of all members, employees, volunteers, and participants of the MCA. It is rooted in the teachings of the Quran and Sunnah, aiming to foster a community built on Islamic values of integrity, compassion, respect, and knowledge. This code seeks to ensure a safe, respectful, and spiritually enriching environment for everyone involved.

EXPECTATIONS:

- **Conduct:**
All members must conduct themselves in a manner that reflects the teachings of Islam, promoting peace, harmony, and cooperation.
- **Conflict Resolution:**
Any conflicts within the center should be resolved through respectful dialogue and in accordance with Islamic principles of justice and fairness.

GUIDELINES:

Personal Conduct:

- **Integrity:**
All individuals must exhibit integrity and honesty in all actions and interactions. Dishonesty, fraud, or deception in any form is unacceptable.
- **Respect:**
Absolute respect for all individuals is mandatory, irrespective of differences. Disrespectful behavior, including derogatory remarks, discrimination, or harassment, is unacceptable.
- **Islamic Etiquette (Adab):**
Adherence to Islamic etiquette in speech, dress, and behavior is required at all times within the center. Shouting, screaming, use of foul language, raising voices at each other during prayers, before/after prayers, during Khutba, Taraweeh time, general body meetings, on-site events, Itikaf, during a speech or announcement from EC/BT members, is not acceptable.

Usage of Center, (Prayer Hall, Rooms, Bathrooms, MIA section, GYM):

The building was built and maintained through donations from many congregants over several decades with the intention of having a place to worship and a place to educate ourselves and our children.

1. CLEAN After yourself. This is the HOUSE of ALLAH.
2. Food and/or drinks are not allowed in the prayer halls unless the ground (“carpet”) is properly covered and sealed with plastic tarp for events such as “Ramadan, monthly community dinners”.
3. Make sure all facility areas are tidy at all times. If you see a problem, do NOT ignore it. Reach out to daytime MCA Staff (i.e Office Manager, Facilities Manager) and secondarily to the Executive Committee (EC) to resolve it.
4. The prayer hall is not a playground during Salat, the Jumuah khutba, or during events.

Community Interaction:

- **Unity and Peace:** Actions or speech that sow discord, incite division, or disturb the peace and unity of the community is not acceptable.
- **Conflict Resolution:** Conflicts must be addressed immediately and resolved according to Islamic principles.

ENFORCEMENT:

If the Executive Committee (EC) deems that the behavior of any MCA member is in breach of this code, the member may be reprimanded, asked to take corrective action, suspended, or expelled from MCA and have all privileges associated with membership suspended or terminated by the Board of Trustees of MCA.

A guest who is not a member of MCA and whose behavior is in breach of this code may be asked to leave MCA premises immediately for a period of time as determined by the Board of Trustees.

Conduct that is in breach of this code will include, without limitation:

- a) threatening or violent behavior
- b) interrupting prayers or the sanctity of the prayer time with behavior that is offensive to others
- c) disrupting a meeting in a manner that is offensive to others
- d) verbally or physically abusing MCA personnel, or employees
- e) verbally or physically abusing MCA EC or BT member(s)
- e) verbally or physically abusing fellow MCA members
- f) acting in a manner which would likely injure the reputation of MCA or its members.
- g) any criminal acts involving MCA property
- h) failing to abide by this or any amended ‘Code of Conduct’ established by the Board of Trustees

Date: April 2024