

IN THE NAME OF ALLAH, MOST GRACIOUS, MOST MERCIFUL

CODE OF CONDUCT FOR THE ISLAMIC SOCIETY OF GOLD COAST (ISGC) INC.

Context

The religion of Islam is based on good character and conduct and this was the main reason behind Allah sending Prophet Muhammad ﷺ. It is an essential obligation on Muslims to fulfill the obligations and requirements of good conduct and character so that they may become successful. The Messenger of Allah ﷺ was a good example by his character and conduct. Allah testified to this fact in the Qur'an:

{And verily, you (O Muhammad) are on an exalted standard of character.} [68:4]

And, {Indeed in the Messenger of Allah you have a good example to follow for him who hopes in (the meeting with) Allah and the Last Day and remembers Allah much.} [33:21].

As believers in Allah and followers of Prophet Muhammad ﷺ, every Muslim is bound to follow the good examples of our beloved Prophet Muhammad ﷺ.

The Muslim community in Gold Coast represents a wide range of ethnic groups from various parts of the world. The Muslim community in the Gold Coast is growing and there is a need to endorse and adopt a 'Code of Conduct'. The ISGC Management Committee has unanimously decided to implement such a 'Code of Conduct'.

The 'Code of Conduct' will clarify the standards of behaviour expected from the members of the community at large (including the ISGC Management Committee, the Imam, the Financial and Non-Financial members) and gives guidance in areas where ISGC Management Committee need to make personal and ethical decisions.

It is the responsibility of all members of the community to abide by this 'Code of Conduct'.

General Guidelines

1. The Mosque is a place of worship and all areas within the jurisdiction of the ISGC Inc. (namely Lot 1 and Lot 2, 144 Allied Drive) deserve due respect.
2. The appointed Imam is the religious leader and all matters related to Muslim faith must be referred to the Imam who will make a decision based on Qur'an and Hadith and/or in consultation with other Ulema when necessary.
3. The ISGC Management Committee is the governing body and is responsible for all management issues. All office bearers of the ISGC Inc., its employees and appointed representatives must adhere to the 'Code of Conduct'.
4. No individual is allowed to invite any person or group to conduct any religious or non religious activity in areas within the jurisdiction of the ISGC Inc. without prior approval of the ISGC Management Committee and the endorsement of the Imam. It is required that at least three members of the ISGC Management Committee (as a group) should consult the Imam to seek his endorsement. All requests to conduct any activity in areas within the jurisdiction of the ISGC Inc. should be in writing addressed to the ISGC Management Committee or the Imam. Under certain circumstances the Imam may have the prerogative to take a decision in consultation with the President of the ISGC Inc. or his nominee.
5. The ISGC Inc. Website will be managed by the person(s) appointed by the ISGC Management Committee. The Imam must endorse any religious material before it is posted on the website.
6. No individual is allowed to carry or use illegal drugs/narcotics, alcohol, weapons in areas within the jurisdiction of the ISGC Inc. or enter in these areas under the influence of drugs or alcohol. Any individual violating this policy will be evicted from the premises immediately. Further action may be taken against him/her by the ISGC Inc. Management Committee when deemed necessary.
7. The ISGC Management Committee must set a due process for handling all grievances. The due process must ensure fairness and be clear and sufficiently transparent. Whilst the ISGC Management Committee will make every effort to mediate and resolve issues in an Islamic manner the individual has the right to pursue any matter further.
8. ISGC Management Committee members must hold in confidence any privileged information and/or communication received by them during their term(s) of office. They must not disclose confidential communications in private or in public. Designated office bearers are deemed responsible for securing the safety and confidentiality of any records whether the records are written, taped, computerized, or stored in any other medium.
9. Once declared out of office, ex office bearers must transfer to the new Management Committee all information, data, keys, passwords etc immediately. Failure to comply without appropriate reason will lead to further action being taken.

Conflict Resolution & Complaint Procedure:

All complaints should be directed to the President of the ISGC Inc. The President will discuss the matter with the ISGC Management Committee. A decision will be taken based on a two-thirds majority of the committee. If the complaint is lodged against an office bearer, that office bearer will not have a voting right in such decision making. If a complaint is lodged against the President, then the complaint will be lodged with the Vice President of the ISGC Inc. In such a case, the Vice President will call and chair the meeting and a decision will be made based on a two-thirds majority with the president as a non-voting member. The Imam may be called if it is deemed necessary to clarify certain religious matters in a dispute resolution. If the complainant feels that the matter will not be satisfactorily addressed, he/she may ask the Imam or one of the life members to sit in as an observer during the conflict resolution meeting.

ISGC Management Committee Members:

Any office bearer of the ISGC Management Committee who is involved in a criminal activity, facing court proceedings, or a pending jail sentence will have his membership revoked with immediate effect. Any such individual will not be allowed to have his membership renewed until found 'not guilty'. Such an individual may not be allowed to run for office for an indefinite period. Any office bearer allegedly involved in any criminal proceedings must "stand down" from his position immediately until the outcome of the proceedings have been resolved.

Guidelines for Financial Members of ISGC Inc:

1. Those causing disruption to the smooth running of the affairs of the ISGC Inc will be served a show cause notice. Their membership will be revoked in case of any repeat of such activities within 30 days of the show cause notice.
2. Any member(s) involved in propagation of ideas and/or notions that are deemed offensive to mainstream Islamic principles shall have their membership revoked.
3. The appointed Imam is a religious leader of the Muslim community in the Gold Coast and deserves due respect. Any member(s) speaking against the appointed Imam or making false allegations against him within or outside the areas under the jurisdiction of the ISGC Inc, in public or in the media will be reprimanded by the ISGC Management Committee. The membership of such an individual may be revoked and further action may be taken if deemed necessary.
4. The ISGC Management Committee reserves the right to ban any member(s) involved in causing disruption or misconduct in areas within the jurisdiction of the ISGC Inc. and /or revoke their membership. The timings of this ban will depend on the degree of violation and may vary from 30 days to an indefinite period. A repeat offender will have their membership revoked and may face an indefinite ban to enter ISGC premises. Such a repeat offender will not be allowed to stand for office (in the ISGC Management Committee) for up to two calendar years after serving the penalty imposed on him/her. The penalty may include either a revocation of membership or a ban to enter the areas within the jurisdiction of the ISGC Inc.
5. The 'Code of Conduct' does not allow any member(s) to publicly criticise members of the ISGC Management Committee, the appointed Imam or members of the community (financial or non-financial), make false allegations against them or threaten them either physically or verbally. Any such activity will be considered against the 'code of conduct' and be liable to a penalty which may include revocation of membership or a ban to enter the areas within the jurisdiction of the ISGC Inc.

6. No member is allowed to publish, post, upload, distribute or disseminate any inappropriate information in the media or on the web that may defame abuse, harass, stalk, threaten or otherwise violate the legal rights of other Muslim brothers and sisters within the Islamic community. Any member(s) involved in such activities will have his/her membership revoked and further action may be taken when deemed necessary.
7. Any member who is involved in a criminal activity, facing a court proceedings or a pending jail sentence will have his/her membership revoked with immediate effect. Any such individual will not have his/her membership reinstated until found 'not guilty'. Depending on the severity of the crime, the individual may be banned to enter the areas within the jurisdiction of the ISGC Inc for an indefinite period.

Guidelines for General Gold Coast Muslim Community:

1. Any individual involved in activities which may create disruption among the community, make false allegations (public or private) against other Muslims in the community including the appointed Imam may face an indefinite ban to become a financial member of the ISGC Inc.
2. The ISGC Management Committee may impose a ban on an individual to enter the areas within the jurisdiction of the ISGC Inc. if he/she is involved in defaming the members of the community or involved in activities against the basic principles of Islam.
3. An individual who has had a history of criminal record, proven guilty, currently facing a trail or suspended jail sentence will not be allowed to become a financial member of the ISGC Inc for an indefinite period.
4. Rules and guidelines contained in this code of conduct that apply to financial members are applicable to non financial members as well where appropriate.
5. The ISGC Inc is committed to ensuring that the environment under its jurisdiction is free from all forms of discrimination and harassment based on age, gender, race, language, colour or creed, and furthermore, that all madhabs as officially recognized by the Ahle Sunnat wa Jamaat are treated fairly. Discrimination and harassment will not be tolerated under any circumstances and disciplinary measures will be taken against any person who breaches this policy.
6. All persons entering the premises under the control of ISGC Inc are expected to adhere to a modest dress code in line with Islamic guidelines and accepted principles.
7. In compliance with State and Territory legislation, smoking is not permitted within the boundaries of all property under the jurisdiction of ISGC Inc.

By Order of the Management Committee

November 2007