



2215 Creswell Road, Bel Air, MD 21015

Code of Conduct

Effective Date: December 1, 2024

Introduction:

This Code of Conduct is established to maintain a peaceful, respectful, and spiritually uplifting environment within the masjid. All individuals, including congregants, visitors, and staff, are expected to uphold Islamic values, demonstrate good character, and contribute to a safe and welcoming space for worship and community engagement.

1. General Guidelines for Behavior

Safety:

Firearms and weapons of any kind are strictly prohibited on Masjid premises. Except for Law Enforcement, official security personnel and duly authorized individuals with express written authorization, no person may bring guns, knives, or any weapons into the center.

Respect for the Masjid and Worshipers:

- The masjid is a place of worship; all conduct should reflect reverence for the sanctity of the space.
- Maintain silence and avoid unnecessary noise, including loud conversations, during prayers and other religious activities.
- Phones should be placed on silent or turned off inside prayer areas.

Dress Code:

- All attendees must dress modestly and appropriately in accordance with Islamic guidelines.
- Clothing should be clean and free of inappropriate symbols or messages.

Cleanliness & Hygiene:

- Attendees must ensure personal cleanliness before entering the masjid.
- Shoes should be placed in designated areas.
- No food, drinks, or chewing gum should be brought into the prayer areas.
- Littering is strictly prohibited; please dispose of waste properly.

Behavior Toward Others:

- All individuals must be treated with respect, kindness, and dignity.
- Verbal abuse, physical altercations, threats, harassment, or any form of discrimination will not be tolerated. This applies to all forms of harassment which include but are not limited to the following:
 - explicit or implied
 - written or verbal
 - in person or online
 - on any social media platform
- or any other act, words or suggestion which may be construed as defamatory, derogatory, or negative

HIC reserves the right to determine which actions, words, posts, and behaviors it deems to be slanderous, libelous, negative, or derogatory based on its established values, mission, and community standards. This determination may be made at the organization's sole discretion, considering factors such as intent,



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context, impact, and consistency with ethical and legal guidelines. The organization retains the authority to take appropriate action in response to such conduct, including but not limited to issuing warnings, restricting participation, or pursuing legal remedies if necessary. By engaging with the organization, individuals acknowledge and agree to abide by these standards, understanding that the organization prioritizes maintaining a respectful and constructive environment.

- Disputes should be resolved peacefully and in accordance with Islamic principles. And through proper channels utilizing the grievance process outlined through the grievance committee and executive board of Hartford Islamic Center.

2. Prohibited Conduct

The following behaviors are considered disruptive and will not be tolerated in the masjid:

- **Disrupting Worship:** Speaking loudly, using mobile devices, or engaging in any activity that disturbs prayer or religious gatherings. The privilege of the podium is reserved for officially authorized individuals ONLY. Any unauthorized attempt to speak at the podium on stage may be grounds for immediate disciplinary and / or criminal actions.
- **Harassment & Intimidation:** Any form of verbal abuse, bullying, or intimidation against congregants, staff, or visitors. Either in presence or on social media.
- **Damage to Property:** Vandalizing or damaging any part of the masjid, including furniture, prayer rugs, or books.
- **Solicitation & Unauthorized Fundraising:** Any solicitation, sales, or unauthorized fundraising without prior approval from masjid leadership.
- **Spreading False Information:** Disseminating false rumors or misinformation that could harm the community or masjid operations. Either in the masjid or outside, IE social media
- **Unlawful or Un-Islamic Conduct:** Any form of violence, theft, or behavior that contradicts Islamic values and local laws.
- **Political & Sectarian Agitation:** The masjid is a place for unity; promoting divisive political or sectarian ideologies is not allowed.
- **Neglect of Parental Responsibility:** Parents/guardians must supervise children at all times to prevent disruptions or safety concerns.

3. Remedies & Disciplinary Actions

Any violations of this Code of Conduct will be addressed fairly, with the aim of correcting behavior while upholding the masjid's sanctity.

Masjid Board reserves the right to determine the appropriate response based on the severity of the violation. Remedies may be applied in any order, meaning that some violations may warrant immediate, serious action without prior warnings. Possible steps include:

Step 1: Verbal Reminder

- A gentle verbal reminder will be given to educate and encourage compliance with proper behavior.

Step 2: Formal Warning

- If the issue persists, the individual may receive a formal warning from masjid leadership.



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Step 3: Mediation & Counseling

- For repeated or serious violations, the individual may be invited to a meeting with masjid leadership for discussion, counseling, or conflict resolution.

Step 4: Temporary Suspension

- In cases of continued disruption or inappropriate behavior, an individual may be temporarily restricted from entering the masjid.

Step 5: Permanent Exclusion

- In extreme cases involving violence, persistent harassment, or illegal activities, the individual may be permanently banned from the masjid, and legal action may be taken if necessary.

4. Reporting Violations

- Any concerns or violations should be reported to masjid leadership or designated security personnel.
- Reports will be handled with discretion, ensuring fairness and due process.
- The masjid leadership reserves the right to review and update this Code of Conduct as needed.

Conclusion:

This Code of Conduct is designed to foster an atmosphere of worship, learning, and unity. We appreciate everyone's cooperation in making the masjid a safe, respectful, and spiritually enriching place for all. May Allah (SWT) bless our efforts and strengthen our community.

Approved by:

Board
Masjid Ibrahim - Harford Islamic Center