

CMC Code of Conduct

1. Purpose

This Code of Conduct establishes the standards of behaviour, ethics, professionalism, and accountability expected of all EC members, Imams and religious personnel, teachers and educators, volunteers, contractors, service providers, and representatives of the CMC and Gungahlin Mosque.

The purpose of this Code is to:

- Promote Islamic values, integrity, professionalism, and good character.
- Maintain a respectful, safe, inclusive, and harmonious environment.
- Protect the reputation, interests, values and objectives of the CMC and Gungahlin Mosque.
- Ensure accountability, ethical conduct, and responsible behaviour in all mosque-related activities, services, and interactions.

2. Scope

This Code applies to EC members, Imams and religious personnel, volunteers, teachers and educators, contractors, service providers and any individual acting on behalf of the CMC or Gungahlin Mosque.

3. Islamic Values and Behaviour

All personnel are expected to:

- Uphold Islamic values, ethics, manners, and principles at all times.
- Demonstrate honesty, integrity, sincerity, humility, and professionalism.
- Promote unity, compassion, mutual respect, cooperation, and community harmony.
- Conduct themselves in a manner that reflects positively on Islam, the mosque, and the wider Muslim community.

4. Respectful Conduct

All individuals must:

- Treat others with dignity, fairness, courtesy, and respect.
- Avoid discrimination, harassment, bullying, intimidation, abuse, or offensive behaviour.
- Respect cultural diversity, differing opinions, and lawful organisational decisions.
- Maintain appropriate behaviour and language in all interactions, including online platforms and social media.

5. Professional Responsibilities

Personnel are expected to:

- Perform duties responsibly, ethically, diligently, and professionally.
- Comply with all applicable CMC policies, procedures, and lawful directions.
- Maintain punctuality, reliability, transparency, and accountability.
- Use mosque property, facilities, equipment, and resources responsibly and only for authorised purposes.
- Maintain appropriate confidentiality regarding sensitive or private information.
- Avoid conflicts of interest and disclose any actual or potential conflicts where relevant.

6. Religious and Community Conduct

Personnel must:

- Promote unity, respect, inclusiveness, and positive community engagement.



- Avoid sectarianism, divisive speech, inflammatory remarks, or conduct that may create conflict or harm within the community.
- Refrain from political campaigning or partisan political advocacy during mosque activities, programs, or religious services.
- Ensure that religious teachings, lectures, khutbahs, counselling, and discussions are respectful, balanced, beneficial, and aligned with Islamic principles and Australian laws.

7. Financial Integrity

All personnel must:

- Act honestly, responsibly, and transparently in all financial matters.
- Not misuse mosque funds, donations, equipment, assets, or resources.
- Comply with CMC financial policies, approval processes, and accountability requirements.
- Declare any actual, perceived, or potential conflicts of interest.

8. Child Safety and Community Welfare

Personnel working with children and vulnerable individuals must:

- Maintain appropriate professional, ethical, and Islamic boundaries at all times.
- Comply with all applicable child safety laws, Working With Vulnerable People (WWVP) requirements, and safeguarding procedures.
- Immediately report any concerns relating to child safety, misconduct, abuse, neglect, or community welfare risks.

9. Media and Public Communication

Personnel must:

- Not make unauthorised public statements on behalf of the CMC or Gungahlin Mosque without prior approval from the CMC EC.
- Avoid sharing confidential, misleading, inflammatory, offensive, or harmful content.

10. Compliance and Breaches

Failure to comply with this Code of Conduct may result in disciplinary action, including:

- Verbal or written warnings
- Removal from duties or responsibilities
- Suspension or termination of employment, engagement, or volunteer duties
- Other appropriate disciplinary or legal action in accordance with applicable policies and laws.

11. Reporting and Review

Any concerns regarding breaches of this Code should be reported to the CMC President or the CMC EC for appropriate review and action.

The CMC EC reserves the right to review, amend, and update this Code of Conduct as required to ensure ongoing alignment with Islamic principles, organisational objectives, legal obligations, and the needs of the community.

This Code of Conduct will take effect immediately upon approval by the CMC EC.

Approved by: CMC Executive Committee

Date Approved: 20 May 2026



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
(In the name of Allah, the Most Gracious, the Most Merciful)

THE CANBERRA MUSLIM COMMUNITY INC



Version Control

Version	Date	Author / Approved By	Summary of Changes
v0.1- Draft	17 May 2026	CMC EC	Draft for review
v0.2- Final	20 May 2026	CMC EC	Final Copy