

The Muslim Scout Fellowship (MSF) adopts for itself the following Code of Conduct:

MSF is a Scout Adult Support Unit within the Scout Association which aims at supporting Muslim Adults Scouting through their Scouting adventure.

Preamble

MSF perceives respect for oneself and others to be one of its founding values, and promotes such a culture inside and outside the Organisation. MSF also strongly believes in the adherence to all of the following Scout values;

Integrity - We act with integrity; we are honest, trustworthy and loyal.

Respect - We have self-respect and respect for others.

Care - We support others and take care of the world in which we live.

Belief - We explore our faiths, beliefs and attitudes.

Co-operation - We make a positive difference; we co-operate with others and make friends.

For these reasons MSF is committed to remove from its structure all the obstacles that may jeopardize full participation and may bring damage to the respect and dignity that is due to every person that volunteer or work in the organisation, with particular reference to discrimination, sexual or emotional harassment, humiliation, prejudice, segregation, stereotype or violence.

In wishing to promote and encourage full participation, equal opportunities and mutual respect between any individual participating in any online or offline MSF activity; as well to ensure that external representatives of the Organisation always complies with the ethical standards that reflect the basic values of MSF;

Article 1.

The overarching values in which this Code of Conduct is operating are enshrined in the above mentioned Scout values

Article 2. Aims and Objectives of the Code of Conduct

The main aim of this Code of Conduct is to ensure a safe, inclusive and conducive environment based on the values of equality and mutual respect; as well as to promote the mutual respect and encourage full and democratic participation in all the bodies and events of MSF.

Article 3. Persons to whom this Code applies

This Code does apply to any individual participating in any offline or online activity of MSF or externally representing MSF.

Article 4. Repeal of Discriminations and Violence

MSF rejects and condemns any kind of violence and discrimination, including any based upon:

- Age.
- Being pregnant or having a child.

- Being single, married, in a civil partnership or cohabitant.
- Citizenship.
- Disabilities or impairments of any kind.
- Education and socio-economic background.
- Ethics and values.
- Gender.
- Language.
- Literacy.
- Organisational backgrounds.
- Physical appearance.
- Political convictions or belonging to a Political Party or a Union.
- Race including colour, nationality, ethnic or national origin.
- Religion, belief, faith or non-belief.

Article 5 – Behaviours

MSF requires that the behaviour of any individual participating in any offline or online activity of MSF must be coherent with the values aforementioned and promotes inside the Organisation an inclusive atmosphere and an accessible environment while enforcing non violent communication and balanced facilitation. For the same reasons, MSF takes a zero tolerance approach to any kind of discrimination and violence including but not limited to bullying, degradation, harassment, verbal, non-verbal, physical or non-physical humiliation and intimidation. Any users found not to adhere to this will be removed without notice.

Article 6.

In the case of witnessing or having received a report of any written, non-verbal or verbal violent or discriminatory behaviour, conduct or discourse, MSF is required, on their best judgment, to, in successive order and depending on severity of the action:

1. Remind user of their obligation to act in accordance with the code of conduct;
2. Engage in a one to one chat with the offender to make sure that there is an understanding of the reason of the inappropriate action;
3. Engage with the offender to explain and ask for an apology and/or retraction of the action;
4. Remove the user with immediate effect, escalating the matter to their GSL/DC/CC

Article 7. Privacy

In order to protect the privacy of the concerned persons, all users are expected not to share personal information without consent. It is understood that all materials uploaded fall within the intellectual property of MSF and may be used at a future date without the users individual consent.

Article 8. Legal steps

The above named regulation measures do not interfere with the users legal rights to bring legal action against the offender.