

Code of Ethics and Good Practice for the Shadhiliyya Sufi Community Non-Profit Organization

We intend to approach our work as a spiritual organization in the most competent and ethical manner. The following code applies to the work of our board of directors, staff, volunteers and contractors.

This Organizational Code of Ethics was adapted from the “Honor Code of Ethics and Good Practices for Organizations” from the Association for Spiritual Integrity, with their permission and encouragement. We hope to continually reassess it and periodically revise. Many of the below guidelines touch upon very complex and nuanced issues. Additional documents and resources may also be created to reflect new insight and analysis. We welcome honest feedback, open discussion, diverse perspectives, and discerning analysis.

As leaders and officials of a Sufi spiritual organization, we commit to:

1. Holding ourselves, our colleagues, and our staff to the highest standards of ethics, right behavior, and professional competency, as commonly recognized by our peers.

2. Performing our organizational and public-facing roles in a caring and compassionate manner in both one-on-one and group interactions.

3. Respecting the rights, dignity, and safety of all who belong to our organization and those whom we serve.

6. Being self-aware, open, and humble about the limitations of our knowledge and experience.

7. Making only honest, realistic statements regarding the benefits of our organization’s offerings.

8. Refraining from giving counsel in matters outside of our areas of training and expertise, and making appropriate referrals as needed.

9. Being honest and transparent regarding business and financial matters relevant to our students, clients, donors, and other stakeholders.

10. Honoring the sanctity of privacy and maintaining the confidentiality of information conveyed to our organization and its representatives in confidence.

11. Abiding by local laws with respect to the disclosure of information in cases of sexual abuse, child endangerment, and the intention to harm oneself or others.

12. Not engaging in any speech or communication which denigrates or demeans any sister organizations and their leadership including but not limited to: Dr. Ibrahim Jaffe, Salima Adelstein, Dr. Wadude Laird, Rida Marz Attar, Sh. Ahmad ar Rifa'i, Marifa Foundation, Institute of Spiritual Healing and the University of Sufism, and the Shadhiliyya Sufi Communities Board and Regional Council.
13. Acknowledging that, regardless of our spiritual attainment, we and our representatives are human beings with human personalities, limitations, drives, and needs.
14. Not seeking or presuming exalted privileges or glorified status because of our role in the organization.
15. Never manipulating, exploiting, or deceiving another member of the organization or those we serve to satisfy our personal aspirations, needs, or desires.
16. Establishing and maintaining clear and wholesome professional boundaries within the organization and with those we serve.
17. Not abusing the trust of members of the organization or those we serve by exploiting them with unfair, coercive, or deceptive attempts to obtain money or free labor. (This does not include reasonable fees for services, donations of money and time, or volunteer work freely offered.)
18. Being particularly mindful of sexual boundaries within the organization and with those we serve—and honoring them at all times.
19. Cultivating and practicing honesty, integrity, compassion, humility, and empathy.
20. Engaging in continuous self-reflection, learning, and holistic personal growth.
21. Regularly reviewing our motivations and monitoring the integrity of our words and actions both within the organization and with those we serve.
22. Encouraging feedback about our own methods and behavior—and taking that feedback seriously. This includes complaints submitted to the Ansar Council
23. Addressing promptly any personal issues, concerns, or challenges that might affect our professional competency or our organization's mission.
24. Placing highest priority on the organization's legal obligations and ethical commitments to all our stakeholders.
25. As staff, contractor, or board member, being willing to participate in conflict resolution processes when disputes arise with another staff member, contractor, board member, volunteer, teacher, student or other member of the tariqa.

This code of ethics is a trust and a prayer that we make to Allah, asking that our community be given all that we need to uphold these commitments, along with the kindness and mercy to help each other grow and walk when we err. We know that when we err, it will only be so that we have a chance to go deeper in our walking, and we welcome the opportunity to support each other in this ongoing journey.

Last Revised 10/9/2024