



Mesquite Islamic Center
2419 Franklin Ln.
Mesquite Tx 75150
(972-288-2680
Mail to: P.O.BOX 870756
Mesquite, TX 75187



MISSION STATEMENT

The Mesquite Islamic Center (MIC) is an independent, ecclesiastical, non-profit, Islamic organization. The objective of the organization is to develop, support and promote an Islamic way of life and to ensure the emergence of an American Muslim identity. The MIC affirms the principles of the social order established by the Prophet Muhammad (S), including the establishment of a thriving and vibrant community free of ethnic, racial, cultural or national divisions. The Unity Center vision is based on the teachings of the Quran: "You are the most exemplary community brought forth for humankind. You enjoy what is right and forbid what is wrong and you believe in Allah" and on the teachings of the Prophet(S): "The best among the people are those who benefit the people".

STATEMENT OF PRINCIPLES

The policies of the Mesquite Islamic Center are based on the following principles:

- The sources of Islam are the Holy Qur'an and the authentic (or 'sahih' in Arabic) traditions of Prophet Muhammad (S). The family of the Prophet (Ahl-al-Bayt) and the Rightly Guided Khalifs (Abu Bakr, Omar, Othman and Ali) are revered sources of enlightenment and inspiration for the Unity Center community. Cultural, ethnic and nationalistic traditions are personal practices and not sources of Islam
- Islam is a universal mercy of God. Muslims identify primarily as a community of faith and not as an ethnic group, race, color, or tribe. The Unity Center does not promote activities with ethnic focus or overtones.
- Arabic is taught as the language of the Holy Qur'an. The language of communication and for conducting activities of the Center is the English language.
- Sect, school of thought (or 'madhab' in Arabic), are personal preferences, not a community policy. The affairs of Muslims should be handled through consultation (or 'shura' in Arabic), discipline and organization.
- The Center is committed to projecting and promoting Islam in an egalitarian and enlightened manner. Men and women are equally responsible to put forth the effort, develop and implement the policies and activities of the Center.
- The Center does not believe that segregation of the sexes is a guarantee of righteousness. The Center emphasizes modesty, purity of heart, clarity of



Mesquite Islamic Center

2419 Franklin Ln.
Mesquite Tx 75150
(972-288-2680
Mail to: P.O.BOX 870756
Mesquite, TX 75187



conscience and adherence to the teachings of Allah and his Prophet, as the key steps on the path to righteousness.

The Unity Center advocates the ethics and codes of Islamic behavior, while affirming kindness, compassion and respect for all fellow humans as cherished core values.

- There is no compulsion in religion. The role of the Center is to remind not to compel. The Center does not judge people or classify Muslims. The Center aims to be an inclusive and inviting haven and a beacon of light guiding all humans.
- Islam is a way of life; all actions should serve the interest of Islam, Muslims in the U.S. and humanity at large. Preoccupation with political activities abroad is divisive and is inconsistent with the mission of the MIC.
- The Mesquite Islamic Center honors the constitution of the United States as the guiding legal principle of the Nation and shall abide by all the applicable laws of the land.

OUR NON DISCRIMINATION POLICY

Equal Opportunity For Everyone

It is the policy of the MIC (“Center”) to provide equal opportunity and employment and promotion based on merit, qualifications and abilities. No person is to be discriminated against in employment or promotion because of race, religion, color, sex, age, national origin, disability, military status, or other characteristics protected by law.

Any employee with questions or concerns regarding equal opportunity is encouraged without fear of reprisal to contact his or her Supervisor. In the absence of the Supervisor, inquires or complaints may be directed to the President of the board of directors at, 2419 Frabklin Rd.mesquite TX 75150 Inquires about the laws and about the compliance may also be directed to the State of Texas, Department of Civil Rights.



Mesquite Islamic Center
2419 Franklin Ln.
Mesquite Tx 75150
(972-288-2680
Mail to: P.O.BOX 870756
Mesquite, TX 75187



Productive Work Environment

It is the policy of Center that it will not tolerate verbal or physical conduct or by any employee, who disrupts, harasses or interferes with another's work performance or which creates an intimidating offensive or hostile work environment. Because of the Center's strong disapproval of offensive or inappropriate sexual behavior at work, all employees must avoid any action or conduct which would be viewed as harassment, including:

- unwelcome sexual advances or request for sexual favors;
- verbal or physical conduct of a harassing nature; and
- Creating a hostile or abusive work environment.

An employee who has a complaint of harassment at work by anyone, including supervisors must in a timely manner, bring the problems to the attention of responsible company officers.

Employees may bring the complaint to the attention of the Supervisor, or if they prefer, to President.

All complaints will be handled promptly in an impartial and confidential manner as reasonably as possible. The Center will retain confidential documents of all allegations and investigations and will take appropriate corrective action, including disciplinary measures, when justified, to remedy all violations.

This Policy will be reviewed annually.