

Islamic Foundation North

Drug and Alcohol free Religious Place policy

Islamic Foundation North is committed to protecting the safety, health, and well-being of the IFN community in our place of worship. We recognize that alcohol abuse and drug use pose a significant threat to our religious goals. We have established a drug and alcohol free religious place program that balances our respect for individuals with the need to maintain an alcohol and drug free environment. IFN encourages everyone whosoever is affected to voluntarily seek help with drug and alcohol problems. This policy prohibit the use of alcohol and drugs in the masjid while offering prayers when they have alcohol or drugs in their blood system or whilst they are under the influence of alcohol.

We have a zero tolerance and it serves us to eliminate undesirable behavior among IFN community and provide a programmed and spontaneous warning for violating IFN rules. Some of the more prominent issues that fall into a zero

tolerance category are drug abuse and alcohol use. This policy is designed to help IFN implement and enforce alcohol and drug free religious place policy.

The main objective of this policy is to ensure the safety and piousness of the IFN masjid. Zero tolerance policy seek to convey the message that, unless the individuals are able to show that the rule has not been violated, a single infringement will result in their summary dismissal from the masjid premises.

Alcohol and Drugs Violation of policy may lead to disciplinary action, up to and including immediate dismissal of the participant from the prayer services at IFN.

For an Executive Committee of IFN to be able to use its zero tolerance policy to justify the dismissal of a devotee who is praying in the masjid or leading prayers with alcohol or drugs in their blood system, it is important that the EC charges an individual with disobeying of its zero tolerance policy and not being under the influence of alcohol and drugs use.

All Members: All individuals who attend IFN religious organization are covered by our alcohol and drug free religious place policy. Our policy includes all the congregants including the Board of Trustees and the Executive Committee.

Unacceptable Behavior: It is a violation of our alcohol and drug free religious place policy to use, possess, sell, trade and/or offer for sale controlled substances

or alcohol. The presence of an amount of any controlled substance that results in a positive test is prohibited.

Substance Abuse: As used in this policy, controlled substances include any drug that is illegal under federal or state law, or that is legally obtainable but has not been legally obtained. The term includes prescribed drugs which are not being used for the prescribed purpose or in the prescribed manner.

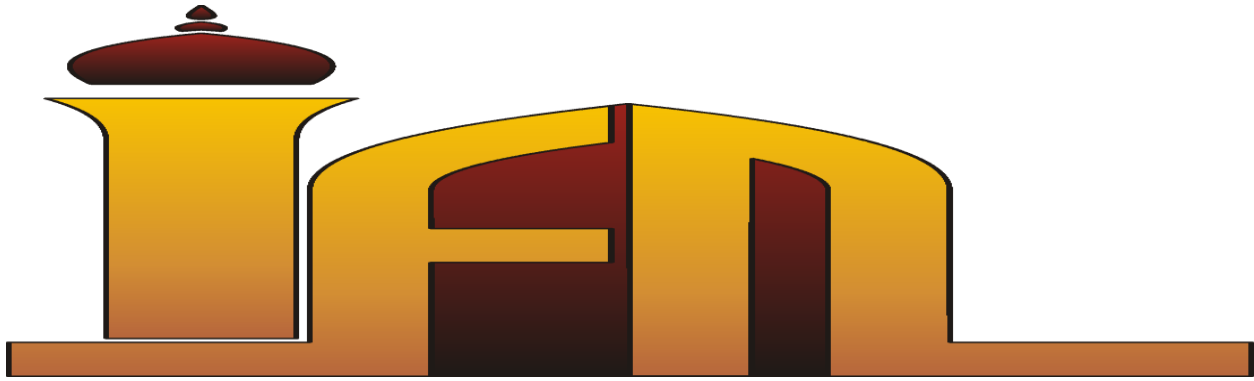
Drug Testing: To ensure the accuracy and fairness of our testing program, all testing will be conducted according to Substance Abuse and Mental Health Services Administration (SAMHSA) guidelines. Testing will be conducted for the following reasons:

1. After-Prayers: Anyone who test positive for drugs or alcohol will be rejected for leading the prayer services until proof of participation in three counseling sessions are presented.
2. Post- Accident: Any member involved on the masjid premises accident will be subject to immediate testing.
3. Fair and reasonable Suspicion: Members may be subject to testing based on a belief by IFN management that a member is using or has used drugs at IFN premises in violation of this policy.

Confidential: All information received by the IFN through the drug and alcohol free religious place program is confidential. Access to this information is limited to those who have a legitimate need to know in compliance with relevant laws and management policies.

Our Responsibility: A safe and productive drug and alcohol free religious place is achieved through cooperation and shared responsibility. All attendees and management have important roles to play. In addition, everyone is encouraged to report dangerous behavior of others on IFN premises to the management.

Effective Communication: Communicating our drug and alcohol free religious place policy to IFN community is critical to our success. To ensure that all individuals of the IFN community are aware of their role in supporting our drug and alcohol free religious place policy, all members will receive a written copy of the policy and the policy will be reviewed in town hall meetings with all members.



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(Name of the Individual) _____, hereby acknowledge that I have read and understood the policy of the Islamic Foundation North, Drug and Alcohol Free religious place Policy, and hereby agree to abide by this policy. I understand that IFN may require me to provide necessary evidence for the purpose of analysis for the presence of drugs, alcohol or controlled substances. I further acknowledge that my cooperation is voluntary, but that my refusal will result in disciplinary action at IFN management's discretion.