

Al Fatih Academy

Policy on Peace, Engagement, and Respect

Policy 07-02

Adopted: January 26, 2008

Introduction and Purpose

Central to the founding philosophy of Al Fatih Academy is the goal of nurturing students who value all life, who seek to address conflicts peacefully and constructively, who are well-adjusted as Americans and Muslims, and who are engaged with and respect all our neighbors.

These goals arise out of the stated organizing principles of the school: Good Character, Brotherhood and Sisterhood, Serenity and Peace, Knowledge and Action, and Stewardship. They are also represented in the curriculum of the school, the words and actions of the teachers, and in school programs such as Kids Giving Salam, Peace Leaders, and the school's many other enrichment activities.

The Board of Directors of Al Fatih Academy adopts this policy to clearly state the school's values of peace, engagement, and respect and to establish minimum standards for their implementation so that parents of prospective students may understand the character that the school seeks to nurture in its students; so that prospective and current teachers understand the message that they are expected and required to carry to the children through the environment that they create with their words and actions; and so that our neighbors appreciate that the school stands for the principles that underlie our nation and provides a valuable contribution to the fabric of American society.

The Board of Directors holds and believes that the principles stated in this policy are grounded in, and flow naturally from, fundamental Islamic principles and, therefore, that this policy is integral to the mission of Al Fatih Academy as an Islamic school.

Policy

It is the policy of Al Fatih Academy that:

- On Peace, Moderation, and Engagement -

1. Instruction shall seek to incorporate peaceful and cooperative means, consistent with the rules and norms established by society, for resolving all differences, addressing grievances, or dealing with challenges that the students or the Muslim community face. No instruction at the school may encourage or condone violence as a means of resolving any such differences, grievances, or challenges.
2. No instruction at the school may encourage or condone extremism, defined as engaging in or approving of: the taking of innocent life to achieve a political objective; violence against any person due to his or her beliefs; or condemnation of any person as a non-Muslim that professes to be a Muslim.
3. Instruction shall encourage balanced integration with American society, commitment to the core values of American society, and commitment to civic involvement. Instruction should

seek to develop a solid identity in the students as Americans, concerned for all Americans regardless of religion, and committed to the best interests of all Americans. No instruction at the school may encourage isolation or disengagement from our neighbors and political system.

- On Respect for Differences in Religion, Race, and Gender -

4. Instruction at the school shall incorporate the respect that Islam commands for all individuals created by God, regardless of their views. No instruction at the school may encourage or condone disrespect for individuals or groups that adhere to religions other than Islam, including, but not limited to, Christianity and Judaism. Where differences between religious traditions are addressed in the academic curriculum in the appropriate grades levels, instruction shall be provided on how to deal constructively with such differences and the importance of showing respect despite differences in traditions or beliefs.
5. Instruction at the school shall incorporate the equality of all individuals, regardless of race. No instruction at the school may encourage or condone any discrimination against individuals based upon their race.
6. Instruction must incorporate the fundamental equality of women and men in society. Instruction shall encourage all students, girls and boys equally, to pursue their dreams and aspirations, to demand their rights to participate fully and as equals in all aspects of life, and to become scholars and leaders in both religious and non-religious matters. No instruction at the school may encourage or condone any views suggesting that women are subordinate or inferior to men, that girls should aspire to anything other than complete participation in matters of faith and society, or that women should be treated with anything less than complete respect and dignity.

- School Operations -

7. School teachers, administrators, and Board members, when dealing with students, teachers, or other individuals, shall conduct themselves in a manner consistent with the values and principles of non-discrimination, tolerance, respect, and peace stated in this policy.
8. No books or materials may be used by teachers for instruction or otherwise maintained at the school that contain text advocating ideas inconsistent with the values and principles stated in this policy.
9. Al Fatih Academy is an independent school managed solely according to the best interests of its students. The school shall not accept any funding conditioned on the school teaching, promoting, or otherwise accepting anything inconsistent with the values and principles stated in this policy.
10. The school shall not accept any person as a teacher, administrator, Board member, or volunteer that is unwilling to abide by the principles stated in this policy.
11. Violation of this policy by any teacher, administrator, or Board member, as determined by the Board of Directors, is cause for termination. Furthermore, actions of a teacher, administrator, or Board member outside the school that are inconsistent with the values underlying this policy may be considered when evaluating the fitness of such individual for employment by, or affiliation with, the school.