

## **iERA AGREEMENT FORM AND GUIDELINES FOR STAFF, SUBCONTRACTORS, VOLUNTEERS AND SPEAKERS.**

iERA has adopted an extremism policy to enable it to comply with its duties under the law. We expect all staff, subcontractors, volunteers and speakers (whether at our events or representing iERA at external events) to abide by the policy's core ethos and principles. This is set out in the code below. As part of this policy all staff, subcontractors, volunteers and speakers are expected to sign this code of conduct agreement.

Please read the code below and complete and sign the form to indicate your agreement to abide by it. You:

1. will ensure that you do not promote, advocate or endorse hatred, violence against anyone, or any group, faith or community, in the UK or overseas.
2. must not promote, endorse, glorify or praise terrorism in any form.
3. must not express support for any proscribed terrorist group.
4. will not break any laws, at home or when travelling abroad.
5. will not promote, advocate or endorse the breaking of any laws at home or abroad.
6. will ensure that you do not promote, advocate or endorse any intolerance against anyone, or group, faith or community, in the UK or overseas.
7. must ensure any quotes from the Qur'an, Prophetic Sunnah and Islamic Scholars are clearly placed in context and not left for the public, audience or media to infer support for hatred or violence.
8. will ensure, if applicable, that your presentation is appropriate to the age and understanding of the audience.
9. must always be appropriately dressed for any iERA event and adopt the correct language, and behaviour.
10. must ensure the content of the speech/presentation must contribute to iERA's aims and objectives of advancing the Islamic faith and educating the audience in accordance with authentic Islamic teaching.
11. must not promote or endorse any political party or candidate during working hours or at any iERA events.
12. are not permitted to raise or gather funds for any external organisation or cause without express written permission from the Board of trustees.

13. agree, if applicable, to iERA staff (or anyone with delegated authority) and trustees having the right and responsibility to interrupt and/or stop the talk/presentation for any violation of this agreement, and asking the speaker to leave the panel.

14. agree that any violation of this policy will be considered gross misconduct, which lead to immediate dismissal. Applicable to staff, subcontractors, iERA speakers and volunteers only.

## 1. Details

Name: \_\_\_\_\_

Organisation/Affiliation: \_\_\_\_\_

Position: \_\_\_\_\_

## 2. Declaration

I understand iERA duties under the law and its approach to extremism.

I agree to abide by the code of conduct (above).

Signed \_\_\_\_\_

Dated \_\_\_\_\_