

North American Addendum

(adopted October 18, 2021)

For complaints made to the North American Ethics Committee, wherever there is any conflict between this Addendum and the Inayatiyya Global Ethics Policy (GP), the provisions of this Addendum will control and the Inayatiyya Global Ethics Policy will be construed accordingly.

A. Additional Core Ethical Principles of the Inayati (Added to GP Section 1 Ethical Principles of the Inayatiyya)

Trustworthiness: Honoring the trust placed in the Leaders and Guides

Autonomy: Respect for Students' right to make their own decisions

Beneficence: A commitment to promoting Students' wellbeing

Harmlessness: A commitment to avoiding harm to Students

Self-respect: Fostering self-knowledge, integrity, and self-care

B. (GP Section 2.2.3) (Harassment definition) will be replaced with the following:

Leaders and Participants do not engage in any behavior that constitutes sexual solicitation, physical advances, sexual harassment or verbal/nonverbal conduct that is sexual in nature, is unwelcome, offensive, or creates a hostile environment and is sufficiently severe to be perceived as harassment by a reasonable person.

For the purposes of these Guidelines, "sexual harassment" means offensive or inappropriate behavior. Conduct which could be viewed as sexual harassment, includes, but is not limited to: unwelcome sexual advances; requests for sexual acts or favors; other verbal or physical conduct of a harassing nature; and public display of sexually offensive pictures, objects or the like.

Leaders and Participants do not engage in any other kind of harassing behavior. Harassing behavior, separate from sexual harassment, is any unwelcome, offensive or inappropriate behavior that continues after a request has been made that it stop.

C. (GP Section 2: 4.2) While these ethical standards are intended to apply to all relationships in our community, how they are interpreted will take account of the relationship being examined. The greatest protections are intended for relationships such as Murid-Guide, and for relationships with a significant power differential. Boundaries between more casual relationships, such as an occasional contact with a teacher at a large in-person or online event and a participant, may, on a case-by-case basis, be accorded some flexibility, when reviewed by any ethical body.

A Dual Relationship Disclosure document should be signed by both parties in the event of a dual relationship.

- D. **(GP Section 2: 4.3)** The time that needs to pass before a romantic relationship can be condoned after the dissolution of the Leader/Participant relationship will range from six months to two years depending on the nature of the Leader/Participant relationship. A longer time will be imposed to foster greater caution in the most sensitive relationships (e.g. Guide/Murid) and shorter for more a more casual relationship (e.g. a participant who had one-time occasional contact with a teacher at some larger event.)
- E. **(GP Section 2: 4.4)** Visiting and guest Leaders participating in local center, regional, and national programs, and those interacting with Inayatiyya students on behalf of the Inayatiyya, follow the same ethical guidelines as appointed Inayatiyya Leaders. Visiting and guest Leaders will be asked to review and agree to an ethics statement specific to short-term teaching assignments.
- F. **(GP Section 2: 4.4)** Concern about the behavior of a fellow Leader can be a sensitive matter. Members of the ERT, as colleagues and peers, are entrusted to serve the Inayatiyya by offering a neutral and confidential place to consult, by providing assistance in working through a concern, and by following up on a formal report if this is deemed appropriate and necessary. To this work they bring their own self-reflection and humanity, their rootedness in the teachings and practices of the Inayatiyya, and their perspectives of functioning as Leaders and Guides, addressing concerns always with the understanding that a Leader-in-question is a peer and a colleague. With this understanding in mind, the following guidelines are given:

Leaders collaborate respectfully with other Leaders and never demean another Leader.

A Leader who has questions and concerns about the behaviors of another Leader first attempts to discuss these concerns directly with the Leader. If this does not resolve the issue both Leaders may seek the counsel of an agreed upon responsible person in the Inayatiyya, such as a mutual colleague, a senior Leader, the Regional Representative, or an Activities Vice President. One or both Leaders may consult about the issue anonymously with the ERT to see if the issue can be resolved informally, or if it is recommended that the issue be addressed as a formal complaint. If informal resolution seems appropriate, both Leaders may ask the ERT or a respected third party to mediate a resolution. If the Leader-in-question refuses any of these ways to address the concerns and the concerns persist, the Leader with concerns makes a formal report, referring the situation to the ERT. If an issue is resolved informally and then occurs again, the ERT is contacted immediately.

A Leader who witnesses, or otherwise becomes aware of, a credible complaint of an ethics violation consults with the ERT about whether or not to make a formal complaint. To the extent possible, the privacy of the witnessing Leader, the

Leader-in-question and anyone else who might be involved will be respected, consistent with the need to fairly investigate and take appropriate action.

A Leader who has concerns about what appear to be unbecoming behaviors of another Leader in the Inayatiyya, such as showing signs of substance abuse or psychological impairment, consults with the ERT and the Vice President of the relevant Activity to determine if the behaviors rise to the level of an ethics violation. If so, the concerned Leader makes a formal complaint to the ERT.

- G. **(GP Section 3, Introduction: Resolving Conflicts Informally)** Keeping confidentiality in mind, anyone with any ethical concern can consult with the ERT, a senior Leader or someone serving as their mentor on a need-to-know basis.
- H. **(GP Section 3, Introduction: Resolving Conflicts Informally)** The ERT is entrusted with the profound responsibility of addressing and thoroughly investigating ethics concerns with compassion, wisdom and empathy for all involved, a sacred trust and service to the Inayatiyya to which the members of the ERT must bring their hearts and souls and discerning minds. The work of the ERT requires a capacity for deep reflection, deliberation and fairness and must take into consideration the complexities of our human lives and many diverse viewpoints, along with the nuances of the situations that might come to it. When facing the difficult responsibility of recommending sanctions, or rarely, the possibility that a Leader would no longer be authorized to work under the aegis of the Inayatiyya, it is imperative that the hearts and minds of the members be fully present and engaged in order to fulfill this task with empathy, compassion and dignity.
- The task of the ERT is to be a wise advisory body to the Inayatiyya about concerns in the relationships of Students and Leaders, to offer mediation if requested, and if needed to thoroughly investigate concerns and complaints.
 - The ERT is optimally comprised of three to five members at a time, who are gender diverse but always comprised of at least one woman and one man. All ethics concerns and complaints are directly processed by at least two to three members, never by one member alone, though one member may be lead communicator. The different viewpoints of the various members involved help to provide a counter check on one another to ensure a balanced, deeply-considered approach to each unique situation.
 - All members of the ERT are required to be committed members of the Inayatiyya and deeply rooted in its teachings.
 - A strong background in psychotherapy, or a closely-related field, or long experience in guiding murids in the Inayatiyya is optimal for members of the ERT in order to address intense psychological issues and situations that sometimes arise. To this end, members of the ERT need to be able to notice and acknowledge their own counter-transference reactions as they arise and affect their view, and to

recuse themselves from an investigation that involves a situation too closely related personally or emotionally.

- ERT members rotate in staggered terms of three years to ensure no single member is burdened with a protracted term. Members may serve for more than one term.
 - Responsibility for ensuring that the ERT follows the procedures described in the Guidelines lies with the Ethics Committee of the Inayatiyya Board of Trustees.
- I. **(GP Section 3, Introduction: Resolving Conflicts Informally)** Due to the difficulty in investigating long-past events (more than three years) Complainants acknowledge that the substance of the complaint may not be able to be substantiated though the complaint may contribute to elucidating a pattern and practice of unethical behaviour.
- J. **(GP Formal Procedure, Stage 1 – Receipt of Complaint 1.2)** When there have been previous complaints about a Leader and another complaint is received about this same Leader, the Leader may be asked to suspend functioning until the investigation process is complete. The Ethics Committee will maintain a Log, so that names of Complainant and Respondent can be checked for (relevant) history.
- K. **(GP Formal Procedure, Stage 1 – Receipt of Complaint 1.2)** The ERT may consult with other members of the movement and/or seek outside consultation if needed in complex cases. Confidentiality needs to be strictly maintained.
- L. **(GP Formal Procedure, Stage 2, Route A – Mediation 2.1.3)** In both mediation and formal hearings, the complainant is not required to participate live, whether in person, by zoom call, or by conference call with the complaine, particularly in cases involving inappropriate sexual behavior or ones in which the complainant feels intimidated by the complaine or fears retaliation. A complainant who does not wish to participate live will submit their input in writing prior to mediation or a formal hearing, and this input will be sent to the complaine before mediation or a formal hearing. The complainant will then later receive a transcript of the complaine’s responses during mediation or a formal hearing.
- M. **(GP Formal Procedure, Stage 2, Route A – Mediation 2.1.6)** When a complaint is made to the ERT and it is determined the situation cannot be resolved through mediation, the Vice Presidents of the relevant Activity are apprised and updated on the progress of the investigation by the ERT and informed if suspension, sanctions or dismissal are being considered. The Vice President is expected to maintain strict confidentiality.
- N. **(GP Formal Procedure, Stage 2, Route B – Formal Grievance Process 2.2.1)** No lay member will be appointed to the Panel.
- O. **(GP Formal Procedure, Stage 2, Route B – Formal Grievance Process 2.2.10)** When a complaint involves serious concerns about the functioning of a Leader, the Pir and the Vice Presidents of the relevant Activity are apprised of the name of the Leader and the

nature of the complaint. In particular if a Leader is asked to suspend activities, the Vice President of the relevant Activity is apprised of the status of the suspension. If the grievances brought to the ERT suggest that sanctions or even dismissal of the Leader might be considered, the Pir is advised of the situation and is regularly updated as the investigation proceeds through direct and written communications, including direct review of relevant correspondence, as well as summary reports. The Vice Presidents of the relevant Activity are also updated on the status of the investigation regarding sanctions or consideration of dismissal.

- P. **(GP Formal Procedure, Stage 2, Route B – Formal Grievance Process 2.2.10)** If a person is removed from their position of leadership in the Order, and they refuse to stop functioning in that role, it will be publicly announced within the Order that the person is no longer authorized to function in their leadership role due to an ethics violation. The nature of the ethics violation would not be publicly specified.
- Q. **(GP - Stage 3, Appeal)** Only decisions involving respondent's complete suspension of responsibilities (Section 3: 2.2.8 (d)), respondent leaving or taking leave from the Inayatiyya community (Section 3: 2.2.8 (e)), or dismissal of the respondent from any specific roles within the Inayatiyya (Section 3: 2.2.8 (f)) can be appealed.
- R. **(GP - Stage 3, Appeal)** No departure from stated time frames will be deemed incorrect procedures for the purpose of filing an appeal.