PEER MENTORS ASSOCIATION OF KENYA (PMAK)
"Inspiring Visionary, Responsible, and God-fearing Generation"
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LEADERS' CODE OF CONDUCT

Date: April 14, 2026

1.0 Purpose

- This Code of Conduct outlines the standards of behavior and ethical expectations for all leaders of the Peer Mentors Association of Kenya (PMAK). It ensures responsible leadership, accountability, and protection of the organization's values and reputation.

2.0 Scope

- This Code applies to all leaders, including:
- National Executive Committee (NEC)
- Regional/County Leaders
- Departmental Heads
- Institutional/Chapter Leaders
- Any member holding a leadership position

3.0 Core Conduct Principles

- All leaders shall uphold:
- Integrity – Act honestly and ethically at all times
- Accountability – Take responsibility for actions and decisions
- Transparency – Promote openness in communication and operations
- Respect – Treat all members with dignity and fairness
- Service – Prioritize the needs of members and the community

4.0 Professional Conduct

- Conduct themselves in a professional and disciplined manner
- Be punctual, reliable, and committed to their duties
- Communicate clearly, respectfully, and responsibly
- Dress and present themselves appropriately when representing PMAK
- Avoid behavior that may damage the organization's image

5.0 Ethical Behavior

- Avoid corruption, fraud, or misuse of organizational resources
- Not solicit or accept bribes, favors, or improper benefits
- Declare and avoid conflicts of interest
- Make decisions in the best interest of PMAK, not personal gain

6.0 Respect and Non-Discrimination

- Promote equality and inclusivity
- Avoid discrimination based on gender, religion, ethnicity, status, or background
- Refrain from harassment, bullying, or intimidation
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Foster a safe and respectful environment for all members

7.0 Safeguarding and Protection

- Protect members, especially youth and vulnerable individuals
- Prevent and report abuse, exploitation, or misconduct
- Maintain appropriate boundaries in all interactions
- Ensure safe environments in all programs and activities

8.0 Confidentiality

- Protect sensitive and personal information
- Not disclose confidential matters without authorization
- Use organizational information responsibly

9.0 Use of Authority

- Exercise power responsibly and fairly
- Avoid abuse of authority or favoritism
- Not use their position for personal, political, or financial gain

10.0 Communication and Public Representation

- Represent PMAK accurately and positively
- Avoid spreading misinformation or internal conflicts publicly
- Use official communication channels responsibly
- Seek authorization before making public statements on behalf of PMAK

11.0 Financial Responsibility

- Maintain accurate and transparent financial records
- Use funds strictly for approved purposes
- Be accountable and ready for audits
- Avoid any form of financial mismanagement

12.0 Teamwork and Collaboration

- Work cooperatively with others
- Support fellow leaders and members
- Resolve conflicts respectfully and constructively
- Promote unity within the organization

13.0 Compliance with Policies

- Adhere to the PMAK Constitution, policies, and guidelines
- Follow decisions made by the leadership structures
- Participate in meetings and organizational activities

14.0 Disciplinary Action

- Violation of this Code may result in:
- 1. Verbal warning
- 2. Written warning
- 3. Suspension
- 4. Removal from leadership position
- 5. Termination of membership
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Serious offenses may lead to immediate dismissal.

15.0 Commitment Statement

- All leaders shall sign a declaration confirming that they:
- I have read and understood this Code of Conduct
- Agree to abide by all its provisions
- Will always uphold the values and integrity of PMAK
- (The commitment statement is attached to your appointment letters. Read this policy before sending your acceptance note back to us on your leadership appointments)
- Developed and approved by:
- “Empowering Youth, Transforming Nations

Developed and approved by

Sir Humphrey A. Blessings — Founder & President (PMAK)
“Empowering Youth, Transforming Nations”