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

Date: April 14, 2026

1.0 Purpose

- This Code of Conduct defines the expected behavior, responsibilities, and ethical standards for all members of the Peer Mentors Association of Kenya (PMAK). It promotes discipline, unity, respect, and positive participation in all PMAK activities.

2.0 Scope

- This Code applies to all registered members of PMAK, including:
- Active members
- Trainees and mentees
- Volunteers
- Affiliate participants

3.0 Core Values

- All members shall uphold:
- Respect – Treat others with dignity and understanding
- Integrity – Be honest and trustworthy in all actions
- Responsibility – Be accountable for personal behavior and commitments
- Discipline – Follow rules, guidelines, and leadership instructions
- Unity – Promote teamwork and cooperation

4.0 General Conduct

- Participate actively and positively in PMAK programs
- Respect leaders, fellow members, and guests
- Avoid disruptive, violent, or disrespectful behavior
- Represent PMAK positively in public and online spaces
- Follow all official communication channels and instructions

5.0 Respect and Inclusivity

- Respect diversity in culture, religion, gender, and background
- Avoid discrimination, bullying, or harassment of any kind
- Support an inclusive and welcoming environment for all members
- Promote peace and understanding within the organization

6.0 Communication Conduct

- Use respectful and appropriate language at all times
- Avoid spreading rumors, hate speech, or misinformation
- Communicate concerns through proper organizational channels
- Maintain professionalism in group chats and meetings

7.0 Participation and Commitment

- Attend meetings, trainings, and activities where possible
- Be punctual and prepared for engagements
- Show commitment to mentorship and personal development
- Notify leaders in advance when unable to attend activities

8.0 Digital and Social Media Conduct

- Represent PMAK positively on social media
- Avoid posting offensive, defamatory, or misleading content
- Not misuse PMAK names, logos, or groups without authorization
- Respect privacy of members in online platforms

9.0 Use of Resources

- Use PMAK resources responsibly and only for intended purposes
- Avoid theft, misuse, or destruction of organizational property
- Respect shared materials, funds, and facilities

10.0 Integrity and Discipline

- Avoid corruption, fraud, or dishonest behavior
- Not impersonate leaders or misrepresent PMAK authority
- Report unethical behavior to leadership channels
- Maintain personal discipline in and outside PMAK activities

11.0 Safeguarding and Protection

- Ensure safety and well-being of others in all activities
- Report abuse, harassment, or exploitation immediately
- Avoid behavior that endangers others physically or emotionally
- Respect personal boundaries of all members

12.0 Conflict Resolution

- Resolve disputes peacefully and respectfully
- Use dialogue and mediation instead of confrontation
- Report unresolved issues to leadership for guidance
- Avoid public arguments that damage unity

13.0 Compliance with Rules

- Follow the PMAK Constitution, policies, and leadership directives
- Respect decisions made by authorized leadership bodies
- Cooperate with disciplinary or investigative processes

14.0 Disciplinary Measures

- Violation of this Code may result in:
- 1. Verbal warning
- 2. Written warning
- 3. Temporary suspension
- 4. Restriction from activities
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5. Expulsion from PMAK

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Serious violations (such as abuse, fraud, or violence) may lead to immediate dismissal.

15.0 Commitment Statement

- All members of PMAK are expected to commit to this Code of Conduct and uphold its principles as part of their membership responsibility.
- Developed and approved by:
- “Empowering Youth, Transforming Nations

Developed and approved by

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