

# THE CONSTITUTION

THE CONSTITUTION  
OF

## THE NATIONAL ELECTION SUPPORT INITIATIVE (NAESI)

Building Democratic Institutions. Empowering Communities. Transforming Lives.

### CONSTITUTIONAL DECLARATION

This Constitution establishes the governance framework, institutional identity, leadership structures, operational principles, and shared values of The National Election Support Initiative (NAESI). It serves as the supreme governing instrument of the Initiative and provides the foundation upon which its members, leaders, staff, volunteers, and partners shall collectively pursue its Vision, Mission, and constitutional mandate.

The Constitution embodies the Initiative's commitment to democratic governance, constitutionalism, civic participation, ethical leadership, institutional excellence, social justice, accountability, and sustainable development. It affirms that the strength of the Institution lies in the integrity of its governance, the participation of its members, the confidence of its partners, and its unwavering dedication to serving communities in the public interest.

Through this Constitution, the founders and members of NAESI declare their shared resolve to build an independent, inclusive, accountable, and resilient institution that contributes meaningfully to democratic governance, peaceful electoral processes, community empowerment, and national development within the Republic of Kenya and, where appropriate, beyond.

### FOREWORD

The National Election Support Initiative (NAESI) was established from a shared conviction that strong democratic institutions, informed citizens, accountable leadership, and active public participation are essential foundations for peaceful, inclusive, and sustainable development.

The founders of the Initiative recognize that democracy extends beyond electoral events. It is reflected in the daily practice of good governance, respect for constitutional values, civic responsibility, social inclusion, transparency, and the meaningful participation of all people in shaping the future of their communities and nation.

This Constitution is therefore more than a legal instrument. It is a statement of the Initiative's identity, aspirations, and enduring commitment to public service. It provides the principles by

which the Institution shall be governed, the standards by which its leaders shall be held accountable, and the values that shall guide every programme, partnership, and decision.

As NAESI grows and evolves, this Constitution shall remain the cornerstone of its governance, preserving institutional continuity while enabling innovation, learning, and responsible adaptation to emerging opportunities and challenges.

All members are called upon to uphold both the letter and the spirit of this Constitution, recognizing that the strength, credibility, and impact of the Initiative depend upon our collective commitment to integrity, accountability, professionalism, inclusivity, and service to the public good.

## PREAMBLE

WE, THE FOUNDING MEMBERS OF THE NATIONAL ELECTION SUPPORT INITIATIVE (NAESI),

Recognizing that democratic governance, constitutionalism, peaceful electoral processes, accountable leadership, civic participation, and social justice are indispensable foundations for a prosperous and equitable society;

Acknowledging that informed, empowered, and engaged citizens are essential to strengthening democratic institutions, promoting peace, safeguarding human rights, and advancing sustainable national development;

Affirming our commitment to the Constitution of Kenya, the rule of law, respect for human dignity, equality, inclusivity, transparency, accountability, and responsible stewardship of public trust and institutional resources;

Mindful of the need to build a resilient, non-partisan, membership-based institution capable of mobilizing citizens, strengthening institutions, fostering strategic partnerships, promoting evidence-informed decision-making, and contributing to democratic governance and sustainable development;

Committed to working collaboratively with communities, public institutions, civil society, development partners, academia, faith-based organizations, the private sector, and other stakeholders in pursuit of shared national and global development aspirations;

Inspired by our Institutional Guiding Theme:

"Building Democratic Institutions. Empowering Communities. Transforming Lives."

DO HEREBY ADOPT, ENACT, AND GIVE TO OURSELVES THIS CONSTITUTION to serve as the supreme governing instrument of The National Election Support Initiative (NAESI), binding

upon all members and organs of the Initiative, and guiding our governance, leadership, programmes, partnerships, and institutional development in the pursuit of the common good.

# PART I

## FOUNDATIONAL PROVISIONS

### Article 1: Short Title and Commencement

#### 1.1 Short Title

This Constitution shall be cited as The Constitution of The National Election Support Initiative (NAESI).

#### 1.2 Commencement

This Constitution shall take effect on the date of its adoption by the Founding General Assembly and shall remain in force until amended in accordance with its provisions.

#### 1.3 Supremacy

This Constitution is the supreme governing instrument of the Initiative.

All decisions, policies, regulations, codes, procedures, and actions of every organ, committee, office bearer, employee, volunteer, and member shall be consistent with this Constitution. Any act or decision that is inconsistent with this Constitution shall, to the extent of that inconsistency, be null and void.

### Article 2: Establishment and Legal Status

#### 2.1 Establishment

The National Election Support Initiative (NAESI) is hereby established as an independent, non-partisan, non-profit, membership-based institution dedicated to advancing democratic governance, peaceful electoral processes, civic education, institutional strengthening, research, public policy engagement, leadership development, community empowerment, and sustainable development.

## 2.2 Legal Status

The Initiative shall be registered and operate in accordance with the applicable laws of the Republic of Kenya.

Upon registration, it shall possess legal personality and perpetual succession, with the capacity to acquire, own, manage, lease, and dispose of property; enter into contracts and partnerships; institute and defend legal proceedings; establish offices; and undertake all lawful acts necessary for the fulfilment of its constitutional mandate.

## 2.3 Institutional Character

The Initiative shall remain independent, non-partisan, inclusive, and non-discriminatory in all its affairs.

While maintaining political neutrality, the Initiative may engage in civic education, democratic governance programmes, election observation, public policy dialogue, peacebuilding, research, advocacy, institutional strengthening, and other lawful activities consistent with this Constitution.

## 2.4 Public Benefit Commitment

### 2.4 Public Benefit Commitment

The Initiative is established exclusively to advance the public interest. Its assets, resources, programmes, and institutional capacities shall be applied solely to further its constitutional mandate and shall not be used for the private benefit of any individual except as permitted by law and this Constitution.

# Article 3: Registered Office, Area of Operation and Institutional Symbols

Article 3: Registered Office, Area of Operation and Institutional Symbols

## 3.1 Registered Office

The registered headquarters of The National Election Support Initiative (NAESI) shall be situated within the Republic of Kenya at such location as may be approved by the General Assembly upon the recommendation of the National Executive Committee.

The National Executive Committee may, where necessary, establish regional, county, constituency, ward, liaison, or international offices to facilitate effective governance, programme implementation, member engagement, and strategic partnerships, subject to applicable laws and available resources.

## 3.2 Area of Operation

### 3.2 Area of Operation

The Institution shall primarily operate within the Republic of Kenya.

In furtherance of its constitutional mandate, the Institution may collaborate with regional and international organizations, participate in cross-border initiatives, establish affiliate relationships, and implement programmes beyond Kenya where such engagement advances its Vision, Mission, and Objectives and complies with the applicable laws of the respective jurisdictions.

## 3.3 Official Seal

### 3.3 Official Seal

The Institution shall have an Official Seal approved by the National Executive Committee.

The Official Seal shall be the official mark of authenticity for constitutional documents, legal agreements, certificates, and other instruments requiring formal execution on behalf of the Institution.

The custody and use of the Official Seal shall be regulated by a policy approved by the National Executive Committee, and its unauthorized use shall constitute a disciplinary offence and may attract legal sanctions under applicable law.

## 3.4 Institutional Identity and Symbols

### 3.4 Institutional Identity and Symbols

The Institution may adopt and use an official logo, flag, colours, motto, emblem, and other approved symbols that reflect its identity and values.

The National Executive Committee shall be responsible for safeguarding the integrity of the Institution's identity and ensuring that its symbols are used only for lawful and authorized purposes.

No individual, organization, or entity shall reproduce or use the Institution's name, logo, seal, or other official symbols without prior written authorization.

## Article 4: Interpretation and Definitions

### 4.1 Purpose of Interpretation

This Article provides guidance for interpreting this Constitution to promote consistency, clarity, and faithful implementation of its provisions.

Unless the context otherwise requires, the following terms shall have the meanings assigned to them.

## 4.2 Definitions

### 4.2 Definitions

"Association" means The National Election Support Initiative (NAESI), constituted under this Constitution.

"Constitution" means this Constitution, together with any amendments lawfully adopted.

"General Assembly" means the supreme policy and decision-making organ of the Institution.

"National Executive Committee" means the governing executive body elected in accordance with this Constitution.

"Secretariat" means the professional administrative arm responsible for the day-to-day management of the Institution.

"Member" means an individual or institution duly admitted into membership in accordance with this Constitution.

"Development Partner" means any bilateral, multilateral, governmental, non-governmental, philanthropic, private sector, faith-based, academic, or international organization collaborating with the Institution in pursuit of shared development objectives.

"Stakeholder" means any person, institution, community, network, or organization that has an interest in, contributes to, or is affected by the activities of the Institution.

"Conflict of Interest" means any situation in which personal, financial, professional, political, or other interests may improperly influence, or reasonably appear to influence, the impartial performance of official duties or decision-making.

"Public Benefit" means activities undertaken primarily to promote democratic governance, civic participation, institutional development, community empowerment, social justice, peacebuilding, sustainable development, or other objectives that advance the common good.

## 4.3 Rules of Interpretation

### 4.3 Rules of Interpretation

Unless the context otherwise requires:

a) words importing the singular shall include the plural, and vice versa;

b) words importing one gender shall include all genders;

- c) references to any law shall include amendments, revisions, or successor legislation;
- d) headings and titles are inserted for convenience only and shall not affect the interpretation of this Constitution;
- e) where uncertainty arises, this Constitution shall be interpreted in a manner that best promotes the Vision, Mission, Institutional Core Values, Institutional Guiding Principles, and constitutional objectives of the Institution.

## Article 5: Constitutional Authority

### 5.1 Supremacy of the Constitution

This Constitution is the highest governing authority of the Institution.

Every organ, committee, office bearer, employee, volunteer, consultant, and member shall perform their responsibilities in accordance with this Constitution.

Any policy, regulation, guideline, decision, or practice that is inconsistent with this Constitution shall be invalid to the extent of its inconsistency.

### 5.2 Subsidiary Instruments

#### 5.2 Subsidiary Instruments

The Institution may adopt policies, regulations, manuals, procedures, guidelines, codes, and other governance instruments necessary for implementing this Constitution.

Such instruments shall derive their authority from this Constitution and shall not contradict or diminish its provisions.

### 5.3 Constitutional Review

#### 5.3 Constitutional Review

Recognizing that institutions evolve over time, this Constitution shall be periodically reviewed to ensure that it remains relevant, effective, and responsive to emerging governance, legal, and institutional developments.

Any amendment shall be undertaken only in accordance with the amendment procedures prescribed in this Constitution.

## Article 6: Institutional Accountability Statement

The National Election Support Initiative affirms that accountability is the foundation of public trust and institutional legitimacy.

Accordingly, every member, leader, employee, volunteer, committee, and organ of the Institution shall exercise authority and perform assigned responsibilities with integrity, transparency, professionalism, impartiality, and responsible stewardship.

The Institution shall remain accountable to its members, beneficiaries, development partners, regulatory authorities, collaborators, and the public through sound governance, prudent financial management, ethical leadership, measurable results, and transparent reporting.

In all its programmes, decisions, partnerships, and operations, the Institution shall strive to uphold the public interest, protect its institutional reputation, and promote confidence among all stakeholders.

### Concluding Provision to Part I

This Part establishes the constitutional foundation upon which The National Election Support Initiative is governed.

All subsequent Parts of this Constitution shall be interpreted and implemented in a manner consistent with these Foundational Provisions, ensuring that the Institution remains faithful to its identity, mandate, values, and commitment to democratic governance, institutional excellence, and sustainable public benefit.

## PART II

### INSTITUTIONAL IDENTITY, PURPOSE AND GUIDING PHILOSOPHY

#### Introduction

The identity of an institution defines its character, purpose, aspirations, and enduring principles. It provides the moral and strategic compass that guides governance, leadership, decision-making, programme implementation, partnerships, and institutional growth.

The provisions contained in this Part shall constitute the foundational philosophy of The National Election Support Initiative (NAESI) and shall guide the interpretation and implementation of this Constitution.

## Article 7

### Vision

#### 7.1 Vision

A democratic, peaceful, inclusive and empowered society where citizens actively participate in governance, accountable leadership, and sustainable development.

#### 7.2 Constitutional Commitment to the Vision

##### 7.2 Constitutional Commitment to the Vision

The Vision expresses the long-term aspiration of the Institution and represents the future towards which all constitutional organs, programmes, partnerships, and strategic initiatives shall work.

Every leader, member, employee, volunteer, and partner of the Institution shall contribute towards realizing this Vision through responsible leadership, ethical conduct, innovation, collaboration, and service to the public interest.

## Article 8

### Mission

#### 8.1 Mission

To strengthen democratic governance through electoral support, civic education, institutional capacity development, research, policy advocacy, strategic partnerships, leadership development, and community empowerment.

#### 8.2 Constitutional Commitment to the Mission

##### 8.2 Constitutional Commitment to the Mission

The Mission defines the constitutional purpose of the Institution.

It shall guide the design, implementation, monitoring, evaluation, and continuous improvement of programmes and institutional initiatives while promoting innovation, accountability, learning, and sustainable impact.

## Article 9

### Motto

## 9.1 Official Motto

"Empowering Citizens, Strengthening Democracy."

The Motto reflects the enduring commitment of the Institution to promote informed citizenship, strengthen democratic institutions, encourage responsible leadership, and foster meaningful public participation in governance and development.

## Article 10

Institutional Guiding Theme

### 10.1 Institutional Theme

Building Democratic Institutions. Empowering Communities. Transforming Lives.

### 10.2 Constitutional Significance

10.2 Constitutional Significance

This Guiding Theme represents the collective aspiration of the Institution and shall serve as the unifying expression of its identity and long-term strategic direction.

It affirms the Institution's belief that lasting transformation begins with strong democratic institutions, empowered citizens, accountable leadership, peaceful societies, and sustainable partnerships.

The Guiding Theme shall inspire institutional culture, strategic planning, programme implementation, advocacy, partnerships, resource mobilization, organizational learning, and public engagement.

## Article 11

Institutional Philosophy

### 11.1 Constitutional Philosophy

The National Election Support Initiative believes that sustainable democratic governance is achieved when informed citizens, accountable institutions, ethical leadership, and inclusive partnerships work together to advance peace, justice, equality, constitutionalism, and sustainable development.

The Institution further believes that democracy extends beyond electoral events and encompasses active citizenship, public participation, respect for human rights, transparency, accountability, social cohesion, and responsible stewardship of public resources.

Accordingly, the Institution shall continually promote knowledge, innovation, collaboration, evidence-informed decision-making, and institutional excellence as essential foundations for democratic transformation and sustainable development.

## Article 12

### Institutional Core Values

The Institutional Core Values define the ethical foundation of the Institution and shall guide every decision, policy, programme, partnership, and relationship undertaken by NAESI.

Every constitutional organ, leader, member, employee, volunteer, consultant, and representative shall uphold these values in both conduct and decision-making.

### 12.1 Integrity

#### 12.1 Integrity

The Institution shall uphold honesty, ethical conduct, transparency, and accountability in all aspects of governance, leadership, financial management, programme implementation, and stakeholder engagement.

Integrity shall remain the cornerstone of public trust and institutional credibility.

### 12.2 Inclusivity

#### 12.2 Inclusivity

The Institution shall embrace diversity and promote equal opportunities for all persons regardless of gender, age, disability, ethnicity, religion, socio-economic status, or political affiliation.

NAESI shall foster an environment where every individual is respected, valued, and empowered to participate meaningfully in democratic governance and community development.

### 12.3 Professionalism

#### 12.3 Professionalism

The Institution shall pursue excellence through competence, innovation, discipline, continuous learning, teamwork, and adherence to recognized professional and ethical standards.

Its programmes and services shall be evidence-informed, responsive, and results-oriented.

## 12.4 Accountability

### 12.4 Accountability

The Institution shall remain accountable to its members, beneficiaries, development partners, regulatory authorities, and the public through transparent governance, prudent stewardship of resources, measurable results, and timely reporting.

## 12.5 Collaboration

### 12.5 Collaboration

Recognizing that sustainable development requires collective action, the Institution shall promote mutual respect, partnership, dialogue, and shared responsibility among government institutions, civil society, communities, academia, the private sector, faith-based organizations, and development partners.

## 12.6 Respect for Human Rights

### 12.6 Respect for Human Rights

The Institution shall uphold the dignity, equality, freedoms, and rights of every individual while promoting justice, peaceful coexistence, constitutionalism, and adherence to national and international human rights principles.

## 12.7 Innovation

### 12.7 Innovation

The Institution shall encourage creativity, research, technology, adaptive management, and continuous organizational learning in developing practical and sustainable solutions to governance and development challenges.

## 12.8 Service to Communities

### 12.8 Service to Communities

The Institution exists to serve communities with humility, responsiveness, compassion, and excellence.

Community priorities shall remain central to programme design, implementation, and evaluation.

## 12.9 Stewardship

### 12.9 Stewardship

The Institution shall responsibly manage financial, human, environmental, technological, and institutional resources to maximize impact, sustainability, accountability, and value for money.

## 12.10 Patriotism

### 12.10 Patriotism

The Institution shall promote national unity, peaceful coexistence, civic responsibility, constitutional values, and active citizenship while contributing to Kenya's democratic and socio-economic development.

## 12.11 Institutional Commitment

### 12.11 Institutional Commitment

The Institutional Core Values shall guide every constitutional organ and shall form the ethical standard against which leadership, governance, organizational performance, and institutional culture shall be assessed.

# Article 13

## 13.1 Purpose

### 13.1 Purpose

The Institutional Guiding Principles provide the governance framework through which the Vision, Mission, Institutional Guiding Theme, Institutional Philosophy, and Institutional Core Values shall be interpreted and implemented.

These Principles shall guide policy formulation, leadership, organizational management, programme implementation, partnerships, resource mobilization, monitoring and evaluation, and decision-making at every level of the Institution.

Every constitutional organ, leader, member, employee, volunteer, consultant, and representative of the Institution shall uphold these Principles in the discharge of their respective responsibilities.

## 13.2 Constitutionalism and the Rule of Law

### 13.2 Constitutionalism and the Rule of Law

The Institution shall uphold and promote constitutional governance, the rule of law, justice, and respect for legally established institutions.

In all its engagements, NAESI shall conduct its affairs in accordance with the Constitution of Kenya, applicable laws, and internationally recognized democratic principles. The Institution shall advocate for peaceful, lawful, and constitutional approaches to governance and public participation.

### 13.3 Participatory Governance

#### 13.3 Participatory Governance

The Institution believes that meaningful participation strengthens ownership, legitimacy, accountability, and sustainability.

NAESI shall therefore promote inclusive participation of members, communities, stakeholders, and partners in planning, implementation, monitoring, evaluation, and organizational decision-making, ensuring that diverse voices are heard and respected.

### 13.4 Transparency

#### 13.4 Transparency

Transparency is essential to building public confidence and institutional credibility.

The Institution shall maintain openness in governance, financial management, procurement, programme implementation, communication, and reporting, ensuring that relevant information is accessible to members, stakeholders, and development partners in accordance with applicable laws and organizational policies.

### 13.5 Accountability and Responsible Stewardship

#### 13.5 Accountability and Responsible Stewardship

The Institution recognizes that leadership is a public trust.

NAESI shall remain accountable for the resources entrusted to it and for the results of its programmes and decisions. Leaders and members shall exercise prudent stewardship over financial, human, technological, environmental, and institutional resources, ensuring that they are managed ethically, efficiently, and in the best interests of the Institution and the communities it serves.

### 13.6 Equity, Diversity and Social Inclusion

#### 13.6 Equity, Diversity and Social Inclusion

The Institution shall uphold equality of opportunity and promote an environment in which all individuals can participate and contribute without discrimination.

Special attention shall be given to promoting the meaningful participation of women, youth, persons with disabilities, marginalized communities, and other underrepresented groups in leadership, governance, and programme activities.

## 13.7 Peaceful Democratic Engagement

### 13.7 Peaceful Democratic Engagement

The Institution is committed to promoting peaceful dialogue, tolerance, mediation, reconciliation, and non-violent approaches to resolving disputes.

NAESI shall encourage democratic participation founded upon mutual respect, responsible citizenship, and constructive engagement in public affairs.

## 13.8 Evidence-Informed Decision-Making

### 13.8 Evidence-Informed Decision-Making

The Institution shall promote a culture of learning, research, innovation, and critical inquiry.

Its policies, advocacy initiatives, strategic decisions, and programme interventions shall be informed by credible evidence, research findings, monitoring data, lessons learned, and emerging best practices.

## 13.9 Innovation and Continuous Learning

### 13.9 Innovation and Continuous Learning

Recognizing that societal challenges continually evolve, the Institution shall embrace innovation, technology, organizational learning, knowledge management, and adaptive management as essential tools for improving effectiveness and achieving sustainable impact.

The Institution shall encourage creativity, professional development, and the continuous exchange of knowledge among members, staff, volunteers, and partners.

## 13.10 Environmental Sustainability

### 13.10 Environmental Sustainability

The Institution acknowledges the interconnectedness of democratic governance, environmental stewardship, and sustainable development.

NAESI shall promote environmentally responsible practices in its institutional operations and integrate environmental sustainability and climate resilience, where appropriate, into programme planning and implementation.

## 13.11 Strategic Partnerships and Collaboration

### 13.11 Strategic Partnerships and Collaboration

The Institution recognizes that lasting transformation is achieved through collective effort.

NAESI shall cultivate partnerships founded upon mutual respect, shared responsibility, transparency, trust, and accountability with government institutions, development partners, civil society organizations, community-based organizations, faith-based organizations, academic institutions, the private sector, and other stakeholders whose values and objectives are consistent with those of the Institution.

## 13.12 Ethical Leadership

### 13.12 Ethical Leadership

Leaders of the Institution shall exercise authority with integrity, humility, fairness, impartiality, professionalism, and servant leadership.

They shall avoid conflicts of interest, promote ethical decision-making, safeguard the reputation of the Institution, and remain accountable to the membership and the public.

## 13.13 Institutional Sustainability

### 13.13 Institutional Sustainability

The Institution shall pursue long-term sustainability through sound governance, strategic planning, prudent financial management, diversified resource mobilization, institutional strengthening, succession planning, and continuous organizational development.

Every generation of leaders shall have a responsibility to strengthen the Institution for those who will serve after them.

## 13.14 Institutional Commitment

### 13.14 Institutional Commitment

These Institutional Guiding Principles shall serve as the constitutional standards against which the governance, leadership, programmes, partnerships, and organizational performance of the Institution shall be measured.

## Article 14

### 14.1 Purpose

#### 14.1 Purpose

The Institutional Pillars represent the strategic areas through which the Institution shall fulfil its constitutional mandate and realize its Vision and Mission.

They provide the long-term framework for strategic planning, programme implementation, resource mobilization, partnerships, and institutional growth.

Future Strategic Frameworks, Implementation Plans, and Annual Work Plans shall derive from these Pillars.

### 14.2 Pillar I – Democratic Governance and Electoral Support

#### 14.2 Pillar I – Democratic Governance and Electoral Support

The Institution shall strengthen democratic governance through civic engagement, electoral support, election observation, governance capacity strengthening, constitutional education, public policy dialogue, and initiatives that promote credible, peaceful, transparent, inclusive, and accountable democratic processes.

### 14.3 Pillar II – Civic Education and Citizen Participation

#### 14.3 Pillar II – Civic Education and Citizen Participation

The Institution shall empower citizens through civic education, public awareness, leadership development, constitutional literacy, and community engagement, enabling individuals and communities to participate meaningfully in governance, development, and public decision-making.

### 14.4 Pillar III – Institutional Capacity Strengthening

#### 14.4 Pillar III – Institutional Capacity Strengthening

The Institution shall strengthen the organizational and technical capacities of public institutions, civil society organizations, community-based organizations, youth groups, women-led organizations, and other development actors through training, mentorship, technical assistance, organizational development, and leadership support.

### 14.5 Pillar IV – Research, Innovation and Policy Advocacy

#### 14.5 Pillar IV – Research, Innovation and Policy Advocacy

The Institution shall generate, promote, and utilize knowledge through research, innovation, policy analysis, documentation, evidence generation, and advocacy to inform decision-making, strengthen democratic governance, and contribute to sustainable development.

## 14.6 Pillar V – Peacebuilding and Social Cohesion

### 14.6 Pillar V – Peacebuilding and Social Cohesion

The Institution shall promote peacebuilding, conflict prevention, mediation, reconciliation, dialogue, and social cohesion while supporting initiatives that strengthen national unity, democratic stability, and inclusive development.

## 14.7 Pillar VI – Organizational Sustainability, Partnerships and Resource Mobilization

### 14.7 Pillar VI – Organizational Sustainability, Partnerships and Resource Mobilization

The Institution shall strengthen its governance systems, institutional capacity, financial sustainability, strategic partnerships, organizational learning, communications, and resource mobilization to ensure long-term effectiveness and resilience.

## 14.8 Integration of the Institutional Pillars

### 14.8 Integration of the Institutional Pillars

The Institutional Pillars are mutually reinforcing and shall be implemented in an integrated manner.

The Institution shall ensure that its programmes, partnerships, and strategic investments contribute collectively to strengthening democratic institutions, empowering communities, and transforming lives.

# Article 15

## 15.1 Constitutional Commitment

### 15.1 Constitutional Commitment

The National Election Support Initiative recognizes that democratic governance, civic participation, institutional development, peacebuilding, and sustainable development are interconnected and require collaborative action at local, national, regional, continental, and global levels.

Accordingly, the Institution shall endeavour to align its programmes, advocacy initiatives, partnerships, research, and institutional development efforts with relevant constitutional,

national, regional, continental, and international development frameworks while preserving its independence, non-partisan character, and constitutional mandate.

## 15.2 National Development Frameworks

### 15.2 National Development Frameworks

In advancing its constitutional mandate, the Institution shall support the realization of the aspirations contained in:

- a) The Constitution of Kenya, 2010;
- b) Kenya Vision 2030 and its successor national development frameworks;
- c) Relevant national legislation, policies, strategies, and institutional reforms that promote democratic governance, civic participation, accountability, peacebuilding, leadership development, and sustainable development;
- d) National initiatives that strengthen public participation, constitutionalism, inclusion, transparency, integrity, and citizen empowerment.

## 15.3 Regional Development Frameworks

### 15.3 Regional Development Frameworks

The Institution recognizes the importance of regional cooperation in strengthening democratic governance and sustainable development.

Where appropriate, the Institution shall contribute to the realization of:

- a) The African Union Agenda 2063;
- b) East African Community integration initiatives;
- c) Regional peacebuilding, democratic governance, electoral integrity, civic engagement, institutional development, and leadership programmes.

## 15.4 Global Development Frameworks

### 15.4 Global Development Frameworks

The Institution acknowledges the shared responsibility of all development actors in advancing global development aspirations.

Accordingly, NAESI shall, where appropriate, contribute towards the achievement of:

- a) The United Nations Sustainable Development Goals (SDGs);
- b) International human rights principles and democratic governance standards;
- c) Global initiatives promoting peace, inclusion, accountable institutions, gender equality, youth empowerment, climate resilience, innovation, and sustainable development.

## 15.5 Institutional Independence

### 15.5 Institutional Independence

Nothing contained in this Article shall be interpreted as limiting the constitutional independence of the Institution.

Alignment with external development frameworks shall not compromise the Institution's Vision, Mission, Institutional Philosophy, Core Values, Guiding Principles, or constitutional autonomy.

All partnerships and collaborations shall remain consistent with the identity, objectives, and public benefit mandate of the Institution.

## Article 16

### 16.1 Commitment to Institutional Excellence

#### 16.1 Commitment to Institutional Excellence

The National Election Support Initiative is committed to becoming a centre of excellence in democratic governance, electoral support, civic education, institutional strengthening, research, leadership development, and community empowerment.

The Institution shall continually strengthen its governance systems, organizational capacity, human resources, partnerships, innovation, financial sustainability, and learning culture in pursuit of excellence.

### 16.2 Commitment to Public Benefit

#### 16.2 Commitment to Public Benefit

The Institution exists solely to advance the public interest.

Every programme, policy, partnership, advocacy initiative, research undertaking, institutional investment, and resource entrusted to the Institution shall be applied in a manner that promotes

democratic governance, strengthens institutions, empowers communities, advances social justice, and contributes to sustainable national development.

No activity of the Institution shall be undertaken for private gain or personal benefit except as permitted by law and this Constitution.

## 16.3 Commitment to Accountability

### 16.3 Commitment to Accountability

Recognizing that public trust is earned through responsible leadership and transparent governance, the Institution shall remain accountable to:

- a) its members;
- b) the communities and beneficiaries it serves;
- c) development partners and collaborators;
- d) regulatory authorities;
- e) employees and volunteers;
- f) the citizens whose interests it seeks to advance; and
- g) the wider public.

This accountability shall be demonstrated through ethical leadership, prudent financial management, measurable impact, transparent reporting, continuous learning, and responsible stewardship of institutional resources.

## 16.4 Commitment to Future Generations

### 16.4 Commitment to Future Generations

The Institution acknowledges its responsibility to future generations.

Accordingly, every constitutional organ, leader, member, and employee shall strive to strengthen the Institution, safeguard its reputation, preserve its values, and ensure its sustainability for the benefit of future members and the communities it serves.

Institutional leadership shall therefore be exercised as a trust held on behalf of both present and future generations.

## 16.5 Constitutional Affirmation

### 16.5 Constitutional Affirmation

The Vision, Mission, Institutional Guiding Theme, Institutional Philosophy, Institutional Core Values, Institutional Guiding Principles, and Institutional Pillars collectively define the constitutional identity of The National Election Support Initiative.

Every organ of the Institution shall interpret and implement this Constitution in a manner that advances these principles and contributes to the realization of the Guiding Theme:

"Building Democratic Institutions. Empowering Communities. Transforming Lives."

### Conclusion of Part II

Part II establishes the enduring identity, purpose, philosophy, values, principles, and strategic direction of The National Election Support Initiative.

These provisions shall guide every subsequent Part of this Constitution and shall inspire the Institution's governance, leadership, programmes, partnerships, and service to the people of Kenya and the broader global community.

## PART III

### CONSTITUTIONAL MANDATE, OBJECTS, FUNCTIONS AND STRATEGIC INTERVENTIONS

#### Introduction

The National Election Support Initiative (NAESI) is established to serve the public interest by promoting democratic governance, strengthening institutions, empowering citizens and communities, advancing civic participation, fostering peaceful electoral processes, and contributing to sustainable development.

This Part defines the constitutional mandate of the Institution, establishes its objects, outlines its functions, and provides the strategic framework through which the Institution shall fulfil its Vision and Mission.

The provisions contained herein shall guide strategic planning, programme design, resource mobilization, partnerships, organizational development, and institutional decision-making.

## Article 17

### 17.1 Foundational Mandate

#### 17.1 Foundational Mandate

The National Election Support Initiative is constitutionally mandated to promote democratic governance, constitutionalism, civic participation, peaceful electoral processes, institutional strengthening, leadership development, research, public policy engagement, community empowerment, and sustainable development through lawful, inclusive, innovative, and evidence-informed approaches.

The Institution shall serve as a non-partisan platform for collaboration, dialogue, capacity strengthening, advocacy, and knowledge sharing among citizens, public institutions, civil society, development partners, academic institutions, faith-based organizations, the private sector, and other stakeholders committed to democratic and sustainable development.

## 17.2 Public Interest Mandate

### 17.2 Public Interest Mandate

The Institution shall pursue its mandate solely for public benefit and shall remain committed to strengthening democratic institutions, promoting accountable leadership, empowering communities, protecting constitutional values, advancing social justice, and contributing to peaceful and inclusive societies.

## 17.3 Institutional Responsibility

### 17.3 Institutional Responsibility

In fulfilling its constitutional mandate, the Institution shall act with professionalism, integrity, impartiality, transparency, accountability, inclusivity, and responsible stewardship while remaining responsive to emerging governance, development, and societal needs.

# Article 18

## Objects of the Institution

The objects of the Institution shall be to:

## 18.1 Democratic Governance

### 18.1 Democratic Governance

Promote democratic governance, constitutionalism, the rule of law, transparency, accountability, integrity, and responsive leadership at national and community levels.

## 18.2 Electoral Support

### 18.2 Electoral Support

Support credible, peaceful, inclusive, transparent, and accountable electoral processes through civic education, voter awareness, election observation, stakeholder engagement, peace initiatives, and other lawful electoral support programmes.

## 18.3 Civic Education and Public Participation

### 18.3 Civic Education and Public Participation

Promote civic education, constitutional literacy, leadership awareness, citizen empowerment, and meaningful public participation in governance and development processes.

## 18.4 Institutional Strengthening

### 18.4 Institutional Strengthening

Strengthen the institutional capacity of public institutions, civil society organizations, community-based organizations, youth-led initiatives, women's organizations, and other development actors through training, mentorship, technical assistance, governance support, and organizational development.

## 18.5 Leadership Development

### 18.5 Leadership Development

Develop ethical, accountable, visionary, and transformative leaders capable of promoting democratic governance, community development, peacebuilding, and sustainable institutional growth.

## 18.6 Research and Knowledge Generation

### 18.6 Research and Knowledge Generation

Undertake and promote research, innovation, documentation, policy analysis, learning, and knowledge management to strengthen democratic governance, improve public policy, and support evidence-informed decision-making.

## 18.7 Public Policy and Advocacy

### 18.7 Public Policy and Advocacy

Promote constructive policy dialogue, advocacy, and citizen engagement on matters relating to governance, elections, democracy, peacebuilding, human rights, inclusion, sustainable development, and institutional effectiveness.

## 18.8 Peacebuilding and Social Cohesion

### 18.8 Peacebuilding and Social Cohesion

Promote peaceful coexistence, conflict prevention, dialogue, mediation, reconciliation, national unity, and community resilience before, during, and after electoral processes and in broader governance contexts.

## 18.9 Community Empowerment

### 18.9 Community Empowerment

Strengthen the capacity of communities through education, skills development, mentorship, innovation, volunteerism, and locally driven initiatives that promote sustainable livelihoods, resilience, and active citizenship.

## 18.10 Partnerships and Collaboration

### 18.10 Partnerships and Collaboration

Develop strategic partnerships with government institutions, constitutional commissions, development partners, civil society organizations, community-based organizations, faith-based organizations, academic and research institutions, professional associations, the private sector, media, and international organizations whose objectives are consistent with those of the Institution.

## 18.11 Resource Mobilization

### 18.11 Resource Mobilization

Mobilize financial, technical, material, and human resources required for the effective implementation of the Institution's programmes while ensuring prudent stewardship, accountability, transparency, and long-term sustainability.

## 18.12 Institutional Sustainability

### 18.12 Institutional Sustainability

Strengthen the organizational, governance, financial, technological, and human resource capacity of the Institution to ensure continuity, resilience, innovation, and long-term impact.

## Article 19

Functions of the Institution

In order to achieve its Objects, the Institution shall have the authority to:

- a) Design, implement, monitor, evaluate, and scale programmes consistent with this Constitution.
- b) Conduct civic education, leadership development, institutional strengthening, and capacity-building initiatives.
- c) Undertake research, surveys, assessments, policy analysis, and publication of findings.
- d) Convene conferences, forums, dialogues, workshops, seminars, and public engagement platforms.
- e) Develop and implement advocacy campaigns consistent with the Institution's mandate.
- f) Provide technical assistance and advisory services to public institutions, civil society organizations, communities, and other stakeholders.
- g) Establish and strengthen partnerships and collaborative networks at local, national, regional, and international levels.
- h) Mobilize and responsibly manage financial and non-financial resources.
- i) Recruit, employ, and develop qualified personnel, consultants, and volunteers.
- j) Establish committees, working groups, county chapters, and other institutional structures as provided for under this Constitution.
- k) Acquire, own, lease, manage, and dispose of property in accordance with the law.
- l) Undertake any other lawful activity necessary for the realization of the Institution's Vision, Mission, and constitutional mandate.

## Article 20

### Strategic Areas of Intervention

The Institution shall implement integrated programmes within the following strategic areas:

- a) Democratic Governance and Electoral Support.
- b) Civic Education and Public Participation.

- c) Institutional Capacity Development.
- d) Leadership Development.
- e) Research, Innovation, and Knowledge Management.
- f) Public Policy and Governance Advocacy.
- g) Peacebuilding and Social Cohesion.
- h) Youth, Women, and Community Empowerment.
- i) Organizational Development and Institutional Strengthening.
- j) Strategic Partnerships and Stakeholder Engagement.
- k) Resource Mobilization and Sustainability.
- l) Monitoring, Evaluation, Accountability, Learning, and Organizational Excellence.

The Institution may expand, refine, or reorganize these strategic intervention areas through successive Strategic Frameworks, provided such changes remain consistent with this Constitution and are approved by the appropriate governing organs.

#### Conclusion of Part III

The Constitutional Mandate, Objects, Functions, and Strategic Areas of Intervention collectively define the scope of the Institution's work.

All strategic plans, annual work plans, policies, programmes, budgets, partnerships, and organizational priorities shall derive their authority from this Part and shall be implemented in a manner that advances the Vision, Mission, and Institutional Guiding Theme of The National Election Support Initiative.

## PART III

MEMBERSHIP, RIGHTS, RESPONSIBILITIES AND INSTITUTIONAL PARTICIPATION

## PART IV

The strength, credibility, and sustainability of The National Election Support Initiative (NAESI) depend upon the commitment, integrity, diversity, and active participation of its members.

Membership of the Institution is both a privilege and a responsibility. Every member is expected to uphold the Constitution, promote the Vision and Mission of the Institution, safeguard its reputation, and contribute actively to the realization of its constitutional mandate.

The Institution shall foster an inclusive, participatory, and empowering membership culture that encourages leadership, volunteerism, innovation, learning, collaboration, and service to communities.

## Article 21

### 21.1 Constitutional Principle

#### 21.1 Constitutional Principle

Membership of the Institution shall be founded upon voluntary participation, shared values, mutual respect, ethical leadership, and commitment to public service.

The Institution recognizes that its members are the custodians of its constitutional ideals and the primary drivers of its programmes, partnerships, institutional development, and long-term sustainability.

### 21.2 Equality of Membership

#### 21.2 Equality of Membership

Every member shall enjoy equal dignity and respect within the Institution.

No person shall be denied membership or discriminated against on the basis of ethnicity, race, gender, age, disability, religion, language, marital status, socio-economic status, or political opinion, provided that such person satisfies the requirements of this Constitution.

### 21.3 Commitment to Institutional Values

#### 21.3 Commitment to Institutional Values

Admission into membership constitutes a commitment to uphold this Constitution, observe the Institutional Core Values and Guiding Principles, and actively contribute to the realization of the Institution's Vision, Mission, and constitutional mandate.

## Article 22

### Eligibility for Membership

Membership shall be open to individuals and institutions that support the objectives of the Institution and satisfy the membership requirements established under this Constitution and any policies adopted pursuant to it.

To qualify for membership, an applicant shall:

- a) support the Vision, Mission, Core Values, and objectives of the Institution;
- b) subscribe to this Constitution;
- c) demonstrate good character and integrity;
- d) undertake to observe the Institution's Code of Conduct and ethical standards;
- e) complete the prescribed application procedures; and
- f) satisfy any additional requirements approved by the National Executive Committee consistent with this Constitution.

Membership shall not be granted to any individual or institution whose activities are demonstrably inconsistent with the constitutional values, objectives, or reputation of the Institution.

## Article 23

### 23.1 Founding Members

To promote broad participation while preserving effective governance, the Institution shall recognize the following categories of membership:

#### 23.1 Founding Members

Founding Members are the individuals whose names appear in the official records establishing the Institution and who participated in the adoption of this Constitution.

Founding Members shall enjoy all rights and responsibilities of Ordinary Members and shall be recognized as the custodians of the founding vision and values of the Institution.

## 23.2 Ordinary Members

### 23.2 Ordinary Members

Ordinary Membership shall be open to eligible individuals who have been duly admitted in accordance with this Constitution.

Ordinary Members shall constitute the principal membership of the Institution and shall enjoy full voting rights, eligibility for elective office, and participation in all constitutional activities, subject to this Constitution.

## 23.3 Associate Members

### 23.3 Associate Members

Associate Membership may be granted to individuals who support the objectives of the Institution but do not wish to assume full membership responsibilities or who do not meet all requirements for Ordinary Membership.

Associate Members may participate in programmes, meetings, and activities as prescribed by policy but shall not vote or hold elective office unless subsequently admitted as Ordinary Members.

## 23.4 Institutional Members

### 23.4 Institutional Members

Organizations, academic institutions, professional associations, civil society organizations, community-based organizations, faith-based organizations, private sector entities, and other legally recognized institutions that support the Vision and Mission of NAESI may be admitted as Institutional Members.

Institutional Members may nominate accredited representatives to participate in the affairs of the Institution in accordance with this Constitution and relevant policies.

## 23.5 Student Members

### 23.5 Student Members

Recognizing the importance of nurturing future leaders, students enrolled in recognized learning institutions who subscribe to the Vision and Mission of the Institution may be admitted as Student Members.

Student Membership shall promote civic education, democratic participation, leadership development, mentorship, volunteerism, and responsible citizenship.

The Institution may establish NAESI Student Chapters in learning institutions to strengthen civic engagement and leadership development among young people.

## 23.6 Honorary Members

### 23.6 Honorary Members

Honorary Membership may be conferred upon individuals who have rendered distinguished service to democratic governance, public leadership, civic education, peacebuilding, research, community development, or other fields consistent with the objectives of the Institution.

Honorary Members shall serve as ambassadors of the Institution but shall not vote or hold elective office unless they also qualify under another category of membership.

## 23.7 Strategic and Development Partners

### 23.7 Strategic and Development Partners

The Institution recognizes the important contribution of development partners, cooperating organizations, technical agencies, foundations, and strategic collaborators.

Such entities shall not constitute members of the Institution in the constitutional sense but may be formally recognized through partnership agreements approved in accordance with this Constitution.

## Article 24

### Admission to Membership

Applications for membership shall be submitted in the prescribed form and accompanied by such information and documentation as may be required.

Every application shall be reviewed in accordance with transparent, fair, and objective procedures established by the National Executive Committee.

Successful applicants shall:

- a) be entered into the official Membership Register;
- b) receive formal notification of admission;
- c) undertake a Member Orientation Programme;
- d) subscribe to the Constitution and Code of Conduct; and

e) enjoy the rights and responsibilities applicable to their category of membership from the date of admission.

The Institution shall maintain an accurate and up-to-date Membership Register as the official record of membership.

## Article 25

### 25.1 Constitutional Principle

#### 25.1 Constitutional Principle

Every member admitted under this Constitution shall enjoy the rights and privileges associated with his or her category of membership, subject to this Constitution and any policies lawfully adopted by the Institution.

These rights exist to encourage active participation, shared responsibility, democratic governance, and institutional growth.

### 25.2 Rights of Ordinary and Founding Members

#### 25.2 Rights of Ordinary and Founding Members

Ordinary Members and Founding Members shall have the right to:

- a) participate fully in the affairs and activities of the Institution;
- b) attend, participate in, and vote during meetings of the General Assembly;
- c) contest for elective office, subject to eligibility requirements prescribed by this Constitution;
- d) nominate qualified members for elective or appointive positions;
- e) contribute to policy development, strategic planning, and institutional decision-making;
- f) receive timely information regarding the activities, programmes, governance, and financial affairs of the Institution;
- g) inspect constitutional documents, approved reports, and other records in accordance with applicable policies;

h) participate in capacity-building programmes, leadership development initiatives, research, training, conferences, mentorship, and institutional learning opportunities organized by the Institution;

i) receive fair, equal, and respectful treatment without discrimination;

j) submit recommendations, petitions, or proposals for consideration by the appropriate constitutional organs;

k) appeal decisions affecting their membership in accordance with this Constitution; and

l) enjoy such other rights as may be provided under this Constitution.

## 25.3 Rights of Associate, Student and Institutional Members

### 25.3 Rights of Associate, Student and Institutional Members

Associate Members, Student Members, and Institutional Members shall enjoy the rights applicable to their respective categories, including participation in programmes, training, research, networking, advisory engagements, and other institutional activities as determined by this Constitution and relevant policies.

Voting rights and eligibility for elective office shall be limited to those categories expressly provided for under this Constitution.

## 25.4 Equal Access

### 25.4 Equal Access

The Institution shall endeavour to provide equitable opportunities for participation, leadership development, learning, innovation, networking, volunteer service, and institutional engagement to all members.

## Article 26

### 26.1 Constitutional Principle

#### 26.1 Constitutional Principle

Membership carries both privileges and responsibilities.

Every member shall contribute positively towards strengthening the Institution and advancing its constitutional mandate.

Members shall conduct themselves in a manner that promotes unity, integrity, professionalism, mutual respect, and responsible citizenship.

## 26.2 Responsibilities of Every Member

### 26.2 Responsibilities of Every Member

Every member shall:

- a) uphold and defend this Constitution;
- b) promote the Vision, Mission, Institutional Guiding Theme, Core Values, Guiding Principles, and objectives of the Institution;
- c) comply with lawful decisions made by the constitutional organs of the Institution;
- d) safeguard the reputation, credibility, assets, and interests of the Institution;
- e) participate actively in meetings, programmes, committees, volunteer initiatives, and other institutional activities;
- f) pay prescribed membership subscriptions and other approved contributions within the stipulated timeframes;
- g) promote peaceful dialogue, inclusion, democratic participation, and constitutional governance;
- h) avoid conduct likely to bring the Institution into disrepute;
- i) disclose any actual, potential, or perceived conflict of interest relating to institutional responsibilities;
- j) protect confidential information entrusted to them by virtue of their membership;
- k) support institutional resource mobilization initiatives where appropriate;
- l) mentor and encourage new members while promoting teamwork, innovation, and organizational learning; and
- m) continuously develop their knowledge, leadership capacity, and professional competence in support of the Institution's mission.

## 26.3 Collective Responsibility

### 26.3 Collective Responsibility

Members shall recognize that the strength and sustainability of the Institution depend upon collective responsibility.

Every member is therefore encouraged to contribute time, knowledge, experience, professional expertise, networks, resources, and innovative ideas towards advancing the Institution's constitutional mandate.

## Article 27

### 27.1 Institutional Commitment

#### 27.1 Institutional Commitment

The Institution recognizes that its members are its greatest asset.

Accordingly, NAESI shall establish systems and programmes that promote the continuous development, empowerment, and meaningful participation of members.

### 27.2 Member Induction

#### 27.2 Member Induction

Every newly admitted member shall participate in an official induction programme designed to provide an understanding of:

- a) this Constitution;
- b) the Vision, Mission, and Institutional Guiding Theme;
- c) Institutional Core Values and Guiding Principles;
- d) governance structures;
- e) strategic priorities;
- f) ethical standards and Code of Conduct;
- g) opportunities for participation and leadership.

### 27.3 Continuous Member Development

#### 27.3 Continuous Member Development

The Institution shall promote lifelong learning through:

- a) leadership development programmes;
- b) civic education;
- c) governance training;
- d) mentorship programmes;
- e) professional development;
- f) policy dialogue forums;
- g) research and innovation initiatives;
- h) digital learning platforms;
- i) volunteer engagement; and
- j) other capacity-strengthening initiatives approved by the Institution.

## 27.4 Opportunities for Participation

### 27.4 Opportunities for Participation

Members shall be encouraged to participate actively through:

- a) constitutional committees;
- b) technical working groups;
- c) research teams;
- d) community outreach programmes;
- e) election support initiatives;
- f) advocacy campaigns;
- g) mentorship programmes;
- h) policy development processes;
- i) strategic planning exercises;

j) county chapters and thematic networks.

## 27.5 Recognition of Service

### 27.5 Recognition of Service

The Institution may establish systems for recognizing exemplary service, innovation, volunteerism, ethical leadership, outstanding contribution, and long-term commitment by members.

Such recognition shall promote a culture of excellence, commitment, and institutional pride.

## Article 28

### 28.1 Commitment of Members

#### 28.1 Commitment of Members

Members pledge to support the Institution with integrity, professionalism, commitment, and respect while contributing to the realization of its constitutional mandate.

### 28.2 Commitment of the Institution

#### 28.2 Commitment of the Institution

The Institution, in turn, commits to serving its members through transparent governance, accountable leadership, equal opportunity, meaningful participation, capacity strengthening, effective communication, and responsible stewardship.

### 28.3 Shared Stewardship

#### 28.3 Shared Stewardship

The relationship between the Institution and its members shall be founded upon trust, mutual respect, accountability, and a shared commitment to democratic governance, institutional excellence, and public service.

Every member is therefore both a beneficiary and a custodian of the Institution.

The success of the Institution shall depend upon the willingness of its members to work together in advancing the constitutional vision of NAESI.

## Article 29

### 29.1 Constitutional Principle

#### 29.1 Constitutional Principle

The National Election Support Initiative (NAESI) shall uphold the highest standards of integrity, professionalism, accountability, transparency, and ethical leadership.

Every member, office bearer, volunteer, employee, committee member, consultant, and representative of the Institution shall conduct themselves in a manner that promotes public confidence, protects the reputation of the Institution, and advances its Vision, Mission, Core Values, Guiding Principles, and constitutional mandate.

Ethical conduct shall be the foundation of all institutional relationships, decisions, programmes, and partnerships.

### 29.2 Standards of Ethical Conduct

#### 29.2 Standards of Ethical Conduct

Every member shall:

- a) uphold this Constitution and all policies lawfully adopted under it;
- b) conduct themselves with honesty, integrity, fairness, and professionalism;
- c) respect the dignity, diversity, equality, and rights of all persons;
- d) promote peaceful dialogue, democratic participation, and constitutional governance;
- e) avoid corruption, fraud, bribery, misrepresentation, abuse of office, and misuse of institutional resources;
- f) refrain from discrimination, harassment, intimidation, hate speech, violence, or any conduct that undermines social cohesion and inclusion;
- g) declare any actual, potential, or perceived conflict of interest and recuse themselves where appropriate;
- h) safeguard confidential information acquired through membership or office;
- i) use institutional property and resources responsibly and solely for authorized purposes;
- j) comply with applicable laws and regulations governing the Institution;

k) uphold the reputation and credibility of NAESI in both public and private engagements, including responsible use of digital and social media platforms; and

l) act in a manner consistent with the principles of servant leadership and responsible stewardship.

## 29.3 Institutional Integrity

### 29.3 Institutional Integrity

Members shall not use the name, logo, resources, networks, or reputation of the Institution for personal gain, partisan political activities, unauthorized fundraising, or any purpose inconsistent with the objectives of the Institution.

No member shall make public statements on behalf of the Institution unless duly authorized under this Constitution or by the appropriate constitutional organ.

## 29.4 Safeguarding and Respectful Conduct

### 29.4 Safeguarding and Respectful Conduct

The Institution is committed to providing a safe, inclusive, and respectful environment for all persons.

Members shall protect children, young people, vulnerable adults, staff, volunteers, beneficiaries, and fellow members from abuse, exploitation, harassment, bullying, discrimination, or any form of misconduct.

The Institution shall develop and implement safeguarding, prevention of sexual exploitation and abuse (PSEA), and protection policies consistent with applicable laws and internationally recognized standards.

## 29.5 Code of Conduct

### 29.5 Code of Conduct

The General Assembly shall approve a comprehensive Code of Conduct to provide detailed guidance on ethical behaviour, professional standards, conflict of interest management, safeguarding, confidentiality, use of institutional resources, and disciplinary procedures.

The Code of Conduct shall complement this Constitution and shall be binding upon all members and representatives of the Institution.

## 29.6 Ethical Leadership

### 29.6 Ethical Leadership

Leaders at every level of the Institution shall demonstrate exemplary conduct and shall promote a culture of integrity, accountability, transparency, mutual respect, continuous learning, and service.

Leadership shall be exercised as a position of trust and stewardship rather than privilege.

## Article 30

### 30.1 Constitutional Principle

#### 30.1 Constitutional Principle

Membership of the Institution is founded upon mutual trust, constitutional responsibility, and adherence to the values and standards established by this Constitution.

Where a member acts in a manner inconsistent with these principles, appropriate corrective measures may be taken in accordance with the principles of fairness, proportionality, natural justice, and due process.

### 30.2 Resignation from Membership

#### 30.2 Resignation from Membership

A member may voluntarily resign from the Institution by submitting a written notice to the Secretary General.

Resignation shall take effect upon acknowledgement by the National Executive Committee, provided that such resignation shall not relieve the member of any outstanding financial or legal obligations owed to the Institution.

### 30.3 Grounds for Disciplinary Action

#### 30.3 Grounds for Disciplinary Action

A member may be subject to disciplinary action where they:

- a) violate this Constitution or the approved Code of Conduct;
- b) engage in corruption, fraud, financial impropriety, or abuse of office;

- c) deliberately damage the reputation or credibility of the Institution;
- d) misuse institutional property or resources;
- e) engage in discrimination, harassment, violence, or other serious misconduct;
- f) fail to comply with lawful decisions of the constitutional organs without reasonable cause;
- g) repeatedly fail to fulfil membership obligations after reasonable notice; or
- h) engage in conduct that is incompatible with the Vision, Mission, Core Values, Guiding Principles, or objectives of the Institution.

## 30.4 Disciplinary Measures

### 30.4 Disciplinary Measures

Subject to the nature and gravity of the misconduct, disciplinary measures may include:

- a) verbal or written warning;
- b) corrective guidance or mandatory training;
- c) restitution where loss has occurred;
- d) temporary suspension of specified membership rights;
- e) suspension from membership;
- f) removal from appointed or elected office;
- g) termination of membership; or
- h) any other proportionate measure approved under the Institution's disciplinary procedures.

## 30.5 Fair Hearing and Due Process

### 30.5 Fair Hearing and Due Process

No member shall be subjected to disciplinary action unless:

- a) they have been informed of the allegations against them;
- b) they have been given adequate time to prepare a r