

CHAPTER TWELVE

CODES OF ETHICS AND CONDUCT

Codes of Ethics and Conduct General Statement

177. NEMC staff will be bound by a Common Code of Ethics. The Code of Ethics lays down the standards of conduct and behavior to ensure observance of the values and principles of good conduct and ethical standards. Failure to comply with will be deemed a breach of discipline with serious consequences including disciplinary action or criminal prosecution. This commitment will be pursued in a manner that ensures that all employees are involved in the process of detecting and stopping misconduct, breach of ethical standards or illegal acts as soon as possible

Purpose of Code of Ethics and Conduct

178. The Staff Code of Ethics and Conduct has been developed for the purpose of promoting members, stakeholders and regulated entity's confidence in the effectiveness of the Council, its commitment and ability to serve the public interest. It is also envisaged to encourage good conduct and ethical behavior among employees of all grades and to promote employee compliance with laws, rules, regulations and policies that apply to the Council

The Institution Codes of Ethics and Conduct

179. All employees of the Council shall abide to Code of Ethics and Conduct.

Equal Employment Opportunity and Rights

180. Equal opportunity and fair treatment will extend to all employees. The Council specifically prohibits discrimination based on age, colour, tribe, disability, ethnicity, marital or family status, race, religion, sex, region or any other discrimination prohibited by law. These principles extend to all employment decisions, including in recruiting, promotions, salary and benefits, transfers and retrenchment cases

Equal Treatment and Non-Discrimination

181. Employees are prohibited to:-
- (a) To express abusive language, insult, insubordination, physical aggression, deliberately causing injury to another, or any other disorderly conduct or malicious disturbance including intimidation and harassment;
 - (b) To conduct sexual harassment towards a person of the same or opposite sex. Sexual harassment conduct include unwelcome sexual advances, seeking or soliciting sexual favours, as well as other unwelcome