

Disciplinary Regulations Supplement

(Made Pursuant to the ACPL Code of Conduct and the Fledism Leadership Philosophy)

PART I – PRELIMINARY

1. Short Title

These Regulations may be cited as the **Africa Centre for Public Leadership (Disciplinary Regulations) Supplement** (hereinafter referred to as “the Regulations”).

2. Legal Status and Authority

These Regulations are made pursuant to:

- The Constitution and Governing Instruments of FLED International Leadership Institute;
- The ACPL Code of Conduct for Members and Fellows;
- The Fledism Leadership Philosophy;
- Applicable Nigerian laws and recognised African governance norms.

These Regulations shall have binding force on all Members and Fellows of ACPL.

3. Objectives

The objectives of these Regulations are to:

- Ensure ethical discipline, professional accountability, and leadership integrity;
- Provide clear procedures for handling misconduct;
- Protect public trust, institutional credibility, and moral authority;
- Promote corrective leadership formation rather than impunity.

PART II – INTERPRETATION

4. Definitions

In these Regulations, unless the context otherwise requires:

- “ACPL” means the Africa Centre for Public Leadership.
- “Code” means the ACPL Code of Conduct for Members and Fellows.
- “EDC” means the Ethics and Disciplinary Committee.
- “Member” includes Fellows and any category of professional membership.
- “Misconduct” means any act or omission in breach of the Code or these Regulations.

PART III – ETHICS AND DISCIPLINARY COMMITTEE

5. Establishment

There is hereby established an **Ethics and Disciplinary Committee (EDC)** responsible for the enforcement of the Code and these Regulations.

6. Powers and Functions

The EDC shall have power to:

- Receive complaints and petitions;
- Conduct investigations and hearings;
- Summon Members and request documents;
- Recommend sanctions to the Management of FLED Institute.

PART IV – DISCIPLINARY PROCEDURE

7. Initiation of Proceedings

Disciplinary proceedings may be initiated by:

- Written complaint or petition;
- Referral by the FLED Institute Management;
- Report from an ACPL organ;
- Self-reporting by a Member.

8. Preliminary Assessment

The EDC shall conduct a *prima facie* review to determine whether disciplinary proceedings are warranted.

9. Notice of Allegation

Where a *prima facie* case exists, the EDC shall issue a written **Notice of Allegation**, detailing:

- The specific acts complained of;
- Relevant provisions breached;
- Timeframe for response.

10. Response and Defence

The Member shall be entitled to submit a written defence and supporting evidence within the stipulated time.

11. Hearing

Where necessary, the EDC may conduct oral hearings, ensuring fair hearing and natural justice.

PART V – FINDINGS AND SANCTIONS

12. Findings

The EDC shall make findings based on evidence and balance of probabilities.

13. Recommendation of Sanctions

Sanctions shall be recommended in accordance with:

- The Schedule of Infractions;
- The Sanctions Escalation Matrix;
- Aggravating and mitigating factors.

14. Ratification and Enforcement

All sanctions shall be subject to ratification by the Council and shall take effect upon formal communication.

PART VI – RIGHTS, APPEALS, AND RECORDS

15. Right to Fair Hearing

Every Member shall be entitled to fair hearing, impartial consideration, and reasoned decisions.

16. Right of Appeal

A Member may appeal a decision within a prescribed period to an Appeal Panel constituted by the FLED Institute.

17. Records and Confidentiality

All disciplinary proceedings shall be properly recorded and treated with confidentiality, subject to public interest considerations.

PART VII – MISCELLANEOUS

18. Concurrent Jurisdiction

ACPL disciplinary action shall not preclude statutory, judicial, or administrative proceedings under Nigerian or other applicable laws.

19. Amendment: These Regulations may be amended by resolution of the FLED Institute.

20. Commencement: These Regulations hereby comes into force as approved by the Management of FLED Institute.