

## **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.