



CONGRESS OF THE LIBERIAN PEOPLE

CODE OF CONDUCT OF COMPATRIOTS

Adopted by the National Organizing Committee

“Power to the People, Progress to the Nation”

PREAMBLE

The Congress of the Liberian People (COLP) is a social democratic, Pan-African political movement committed to popular sovereignty, ethical governance, economic justice, social equality, and national unity. COLP holds that the capacity for principled, consistent, and accountable conduct in both public and private life is an indispensable qualification for every person who chooses to be a member and Compatriot of this movement.

This Code of Conduct is established in recognition that the strength, integrity, and transformative mission of COLP rests ultimately on the character, discipline, and dedication of each Compatriot. Every member who joins COLP does so freely, accepting that the privilege of belonging to this movement carries with it solemn obligations — to the Party, to fellow Compatriots, and above all, to the people of Liberia.

This Code is grounded in the two most paramount and non-negotiable guiding principles of COLP:

- (a) Collective accountability:** Every member of COLP to whom a task, responsibility, or function is assigned shall execute such assignment diligently, competently, and in good faith, to the fullest extent of his or her abilities, in the best interest of the Party and the citizens of the Republic of Liberia. In discharging any such assignment, every member shall remain personally and fully accountable to COLP, to its membership, and to the Liberian people for the manner and outcome of his or her performance.; and
- (b) Institutional Discipline:** the personal and collective commitment of every Compatriot to uphold the highest standards of conduct, integrity, and accountability in service of COLP and the Liberian people.

By virtue of joining COLP, every Compatriot agrees to be bound by this Code of Conduct, the COLP Constitution, and all other constitutionally valid decisions of the organization.

SECTION A: GENERAL PRINCIPLES

- (1) Every Compatriot who joins COLP agrees to be bound by this Code of Conduct and all constitutionally valid decisions of the organization. The two most paramount and non-negotiable guiding principles which inform this code are:
 - (a) Collective accountability; and
 - (b) Institutional discipline.
- (2) Disciplinary proceedings may be initiated by any constitutional structure of COLP for alleged transgressions arising at its level, or having been escalated to it by a resolution of the immediately lower level.
- (3) No disciplinary proceedings shall be initiated by a Branch or County Congressional Structure (CCS) without the written approval of the relevant County Chairperson and the National Congressional Working Group (NCWG).
- (4) The standard of proof in all disciplinary proceedings shall be on a balance of probabilities.
- (5) All procedural rights of fairness and justice shall be observed by the Grievance and Ethics Committee, including but not limited to those specific to the procedural rules forming part of this code. Any matter not specifically provided for shall be ruled upon at the discretion of the committee, guided by common practice and the requirements of fairness to all.
- (6) The onus of proof shall rest upon the prosecution, and the standard of proof shall be on a balance of probabilities.
- (7) The presumption of innocence shall operate in favour of every accused or charged Compatriot.
- (8) Disciplinary proceedings must be conducted and concluded expeditiously and within a reasonable time, having regard to the circumstances of each case.
- (9) While disciplinary proceedings are underway, every effort shall be made to protect the confidentiality and integrity of COLP, the charged Compatriot, and all persons involved in the process.
- (10) Discipline shall not be used as a tool to stifle internal debate and differences or to settle political scores.

SECTION B: OFFENCES

No Compatriot of COLP shall participate in conduct, including utterances, which amount to any of the following:

- (1) Bringing COLP into disrepute by any act, utterance, or omission — in public, in private, or online — that tarnishes the image, credibility, or public standing of the organization;
- (2) A breach of the COLP Constitution, its policies, resolutions, and founding principles;
- (3) An abuse of power or office, including the use of Party position for personal enrichment, factional advantage, or private gain;
- (4) Joining another political party or organization without the express written approval of the NCWG and the NCA;
- (5) Sowing divisions within COLP through acts of factionalism, deliberate disunity, or the formation of unauthorized internal groupings;
- (6) Promoting discrimination based on race, sex, ethnicity, religion, disability, albinism, origin, or any other form of unfair discrimination, in violation of COLP's commitment to inclusivity and social equality;
- (7) Corruption, self-enrichment, bribery, or the misappropriation of Party or public funds and resources, in any form whatsoever;
- (8) Sexual harassment, gender-based violence, or any conduct of a sexual nature directed at any member, officer, employee, or person associated with COLP;
- (9) Deliberate gross misrepresentation and distortion of facts concerning COLP, its leadership, its members, or its policies;
- (10) Discussing or publicizing organizational differences, internal disputes, or disciplinary matters in the public domain without the specific authorization of the NCWG;

- (11) Undermining the collective authority of COLP's constitutional structures by acting unilaterally, defining oneself outside of organizational structures and discipline, or taking decisions that bind the Party without proper authorization;
- (12) Meting out any form of physical violence against any member, officer, or any person at or associated with COLP;
- (13) Promoting unrest, disorder, or chaos at any COLP meeting, rally, event, or sanctioned activity;
- (14) Factionalism — including the deliberate organization of caucuses, blocs, or groupings within COLP aimed at undermining the leadership or seizing organizational control outside constitutionally prescribed processes;
- (15) Undermining the integrity of, or impeding the implementation of, COLP's organizational programs, decisions, campaigns, and mandate;
- (16) Failure or refusal to carry out officially mandated duties, deployments, or assignments conferred upon a Compatriot by a competent structure of COLP;
- (17) The misappropriation, waste, or unauthorized use of organizational funds, assets, or resources at any level;
- (18) Spreading false rumors, defamatory statements, or malicious information about any fellow Compatriot or any organ of COLP;
- (19) Participating in violent political activities without valid justification, such as documented self-defence or proportionate response to provocation;
- (20) Conviction in a court of law for a serious criminal offence — including corruption, financial crimes, sexual offences, or violent crimes — without lodging and prosecuting a timely and bona fide appeal;
- (21) Stifling democratic debate within COLP, including the suppression of legitimate internal dissent, minority views, or policy proposals through intimidation, threats, or procedural abuse;
- (22) Willfully defying, ignoring, or failing to implement any decision, resolution, or directive of the NCA, NCWG, CCS, or any other competent organ of COLP;
- (23) Undermining and disobeying decisions of higher structures and officials duly established and empowered under the COLP Constitution;

- (24) Collaborating with entities, individuals, agencies, or organizations that are opposed to, or working against, the interests of COLP and the people of Liberia;
- (25) Dealing carelessly or negligently with any property belonging to COLP or entrusted to a Compatriot in the execution of Party duties;
- (26) Instituting legal proceedings in any court of law against COLP or any of its organs, structures, or members without first exhausting all available internal remedies;
- (27) Stealing, misappropriating, or receiving stolen property belonging to COLP or any fellow Compatriot, knowing such property to be stolen;
- (28) Making false accusations or statements against any Compatriot, officer, or organ of COLP, whether before a disciplinary forum or in any other context;
- (29) Publicly supporting, campaigning for, or endorsing a candidate or political party against the officially endorsed candidate or position of COLP in any election;
- (30) Any act or omission that is inconsistent with COLP's philosophy of Pan-Africanism, social democracy, anti-corruption, and ethical governance, as set out in the COLP Constitution.

SECTION C: DISCIPLINARY STRUCTURES

- (1) COLP's disciplinary jurisdiction is vested in the Grievance and Ethics Committee (GEC), established under Article IX of the COLP Constitution, which shall serve as the primary disciplinary authority of the Party at all levels.
- (2) The GEC shall operate at three levels:
 - (a) The National Grievance and Ethics Committee (NGEC), constituted at the national level by the NCWG;
 - (b) The County Grievance and Ethics Committee (CGEC), constituted at the County level by the County Congressional Structure (CCS); and
 - (c) The Branch Grievance and Ethics Committee (BGEC), constituted at the Branch level by the Branch Executive.
- (3) Any violation of this Code arising at Branch level shall be escalated in writing to the relevant CGEC. Any violation escalated beyond county level shall be referred to the NGEC.
- (4) The composition of the NGEC shall be five (5) members, with a quorum of three (3). The NGEC shall be the final authority for the interpretation of this Code and shall hear all cases of constitutional transgression as a forum of first instance at the national level.
- (5) The National Grievance and Ethics Appeal Committee (NGEAC) shall be constituted to hear appeals on all matters determined by the NGEC or any other GEC structure. The NGEAC shall be no fewer than six (6) members, with a quorum of three (3), appointed from the NCA, provided that no member of the NGEC may simultaneously sit on the NGEAC.
- (6) The decisions of the NGEAC shall be final and binding and shall not be subject to any further internal appeal.
- (7) The NCWG may, from time to time or as the need arises, constitute a Special National Grievance and Ethics Committee (SNGEC) to address urgent or extraordinary disciplinary matters at the national level.
- (8) The CGEC shall be composed of no fewer than three (3) members, chaired by a member of the CCS, and may include non-CCS members appointed by the CCS.

- (9) The NCWG shall appoint a suitably qualified Compatriot as National Prosecutor, to be assisted by no more than three (3) competent members, to prosecute all matters before the NGEC and NGEAC. No prosecution at the national level shall be conducted by any person not delegated by the National Prosecutor.
- (10) The CCS shall appoint a suitably qualified Compatriot as County Prosecutor, to be assisted by no more than three (3) members, to represent and present cases of COLP before the CGEC.
- (11) When constituting a disciplinary panel, the relevant committee must ensure that each member present:

 - (a) Is not related to the accused or the complainant by affinity, marriage, or blood in the first or second degree;
 - (b) Does not possess such prior knowledge concerning the facts of the matter that their decision is likely to be prejudiced thereby; and
 - (c) Does not bear any personal animosity toward the accused such that their decision is likely to be affected thereby.
- (12) The names of all members of any GEC shall be submitted in writing to the relevant higher structure for approval, which approval shall not be unreasonably withheld.

SECTION D: DISCIPLINARY PROCEDURE

- (1) All complaints must be lodged in writing with the relevant COLP structure within one hundred and eighty (180) days of the date on which the offence or alleged transgression was committed by a Compatriot.
- (2) Upon receiving a complaint and deciding to initiate disciplinary proceedings, the initiating structure shall, via its Secretary, ensure that the accused Compatriot is notified in writing within ten (10) days of such decision through a Notice of Intention to Institute Disciplinary Proceedings. No such notice shall be validly served more than two (2) months after the alleged transgression has been brought to the attention of the relevant structure.
- (3) A written charge sheet shall be served upon the accused Compatriot within thirty (30) days of the Notice of Intention. The relevant GEC may, where appropriate and at its sole discretion, invite the accused to make representations as to why disciplinary proceedings should not be instituted.
- (4) The charge sheet must set out sufficient particulars of the alleged offence, including the time, date, place, and circumstances of the alleged transgression.
- (5) The nature of the offence must be clearly identified, with sufficient particularity to enable the accused to plead and to prepare his or her defence, if any.
- (6) The accused Compatriot shall be informed of the date and location where the disciplinary hearing is scheduled to take place, which shall, unless otherwise determined by the chairperson of the relevant GEC, be in the county where the transgression occurred.
- (7) The accused Compatriot shall be entitled to be represented by any Compatriot in good standing who has been a member of COLP for more than six (6) months, and must provide proof thereof on the day of the hearing; or a legal practitioner.
- (8) The accused Compatriot shall be adequately warned of the consequences of his or her unauthorized failure to appear on the specified date, namely that the hearing may validly proceed in his or her absence.
- (9) Except for authorized participants in the hearing, no person shall be present at a disciplinary hearing without the express authorization of the GEC.

- (10) At the formal commencement of disciplinary proceedings, the charged Compatriot shall be given an opportunity to enter a plea of 'Guilty' or 'Not Guilty,' and to raise any preliminary points or applications.
- (11) No witness shall testify, including the accused should he or she give evidence, without either taking the prescribed oath or an affirmation to the effect that his or her evidence shall be truthful.
- (12) In the event of a guilty plea, the chairperson shall first satisfy themselves that the accused understands the charges before proceeding. The accused shall then lead evidence in mitigation of sentence, if any, and the prosecution shall lead evidence in aggravation, if any.
- (13) In the event of a not guilty plea, the chairperson shall enquire whether the accused or their representative wishes to make any statement in explanation of the plea and to disclose the basis of the defence.
- (14) The prosecution shall thereafter lead its evidence and call its witnesses, who shall be subject to cross-examination. After the last witness has been called, the prosecution shall close its case.
- (15) The defence shall thereafter lead its evidence and call its witnesses, who shall likewise be subject to cross-examination. After the last witness has been called, the defence shall close its case.
- (16) Each party shall be afforded the opportunity to present closing arguments — orally, in writing, or both.
- (17) The GEC shall, after deliberations, pronounce on the guilt or otherwise of the accused, or reserve its outcome to be communicated in writing to the initiating structure at a later date.
- (18) All verdicts and sanctions shall be formally announced by the relevant Party Secretary at the appropriate level — Branch, County, or National — upon receipt of the formal determination of the GEC.
- (19) The charged Compatriot may lodge an appeal within twenty (20) days of having been formally informed of the verdict and/or sanction.
- (20) Any GEC or NGEAC may impose, confirm, or substitute any of the following sanctions, or any combination thereof:
 - (a) A formal reprimand;
 - (b) Mandatory community service in the public interest;
 - (c) A monetary fine;

- (d) Remedial action, including mandatory training or counselling;
 - (e) Suspension from participation in COLP activities for a defined period;
 - (f) Removal from any list entitling the Compatriot to represent COLP in any legislative, electoral, or appointive capacity; and/or
 - (g) Expulsion from COLP.
- (21) In cases of serious offences and exceptional circumstances, a Compatriot may be temporarily suspended pending a disciplinary hearing. The accused shall be given an urgent opportunity within forty-eight (48) hours, through a written Notice of Intention to Suspend, to show cause why such temporary suspension should not be imposed. The decision of the GEC on such temporary suspension shall be final. The temporary suspension shall automatically lapse if the accused is not formally charged within one (1) month of the Notice of Intention to Institute Disciplinary Proceedings.
- (22) The decision of the NGEAC is final and shall not be subject to any further internal appeal by any structure or organ of COLP.
- (23) Sentences of suspension and expulsion shall not be executed until the relevant finding has been confirmed by the NCWG.
- (24) Notwithstanding the finality of the NGEAC's decision, a disciplinary outcome of expulsion or suspension may be brought before the NCA, on application by the affected Compatriot, as a subject of review on constitutional grounds only.
- (25) Any judicial review or intention to seek judicial review shall not set aside the decision of the NGEAC or suspend its enforceability pending the outcome of such review.
- (26) Where a Compatriot is expelled from COLP through a disciplinary hearing, such Compatriot may reapply in writing to the NCWG for reinstatement of membership on the fifth (5th) anniversary of his or her expulsion. The NCWG may accept or reject such application based on the merits presented to it.

SECTION E: POSITIVE DUTIES OF COMPATRIOTS

Beyond the prohibition of misconduct, every Compatriot of COLP is positively obligated to actively embody the values and mission of COLP. Every Compatriot shall:

- (1) Uphold and advance the constitutional objectives of COLP at all times, including its commitments to social democracy, Pan-Africanism, anti-corruption, inclusivity, and ethical governance;
- (2) Actively participate in the political education, mobilization, and organizational programs of COLP, in accordance with their capacity and deployment;
- (3) Promote unity, solidarity, and a culture of mutual respect among all Compatriots, regardless of gender, ethnicity, religion, disability, or county of origin;
- (4) Report to the relevant COLP structure any act of corruption, fraud, sexual harassment, or serious misconduct that comes to their knowledge — consistent with COLP's commitment to accountability;
- (5) Honor all financial obligations to COLP, including the timely payment of dues, and maintain good financial standing at all times;
- (6) Protect and preserve Party property, resources, and organizational materials entrusted to them;
- (7) Conduct themselves with integrity, professionalism, and respect in all dealings with fellow Compatriots, the Liberian public, government institutions, and international partners;
- (8) Ensure that any public statement made on behalf of COLP reflects authorized Party positions and is consistent with the values and objectives of this Code and the COLP Constitution; and
- (9) Actively support and promote COLP's commitment to women's empowerment, youth leadership, and the meaningful participation of persons living with disabilities and all other marginalized groups within the Party.

SECTION F: SPECIAL PROVISIONS ON LEADERSHIP AND PUBLIC REPRESENTATIVES

- (1) Every Compatriot holding any elected or appointed office within COLP, or representing COLP in any legislature, government position, or public institution, shall be held to the highest standard of conduct and shall be accountable both to COLP and to the Liberian people.
- (2) No leader or public representative of COLP shall:
 - (a) Misuse public resources, public office, or state power for personal enrichment or partisan advantage;
 - (b) Engage in nepotism, tribalism, or any form of discriminatory patronage in the exercise of public duties;
 - (c) Take any decision or make any commitment on behalf of COLP without proper authorization from the relevant constitutional structure; or
 - (d) Publicly contradict or undermine official COLP positions without express authorization.
- (3) All COLP public representatives are required to regularly account to their relevant COLP structure for their conduct in public office, and to report on their stewardship of any public resources under their authority.
- (4) Any public representative found to have violated this Code or the COLP Constitution shall be subject to disciplinary proceedings and, where appropriate, may be recalled by the relevant COLP structure in accordance with the provisions of the COLP Constitution.
- (5) COLP's commitment to feminist progressivism and gender equality requires that all leaders in positions of authority actively promote a safe, respectful, and inclusive organizational culture. Any leader who is found responsible for creating or tolerating an environment of harassment, discrimination, or exclusion shall be subject to enhanced disciplinary sanction.

SECTION G: SOCIAL MEDIA AND PUBLIC COMMUNICATIONS

- (1) Every Compatriot must exercise responsibility in the use of social media and all other public platforms, recognizing that public statements — whether made in person, in writing, or online — reflect upon and may bind COLP in the court of public opinion.
- (2) No Compatriot shall use social media or any public platform to:
 - (a) Publicly attack, insult, or demean fellow Compatriots or COLP structures;
 - (b) Share confidential or internal Party information, communications, or deliberations without authorization;
 - (c) Make unauthorized representations about COLP's policies, positions, or endorsements; or
 - (d) Spread misinformation, doctored content, or malicious content about COLP, fellow Compatriots, or the Liberian public.
- (3) Any violation of this section shall constitute a disciplinary offence under Section B of this Code and shall be treated with the same gravity as other forms of bringing the Party into disrepute.
- (4) COLP's official communications shall be issued only by duly authorized spokespersons or officials designated by the NCWG or the relevant structure at the appropriate level.

SECTION H: INTERPRETATION AND AMENDMENT

- (1) The National Grievance and Ethics Committee (NGEC) shall be the final authority for the interpretation of this Code, subject only to the appeal powers of the NGEAC and any constitutional review by the NCA.
- (2) This Code of Conduct forms an integral part of the governance framework of COLP and shall be read together with, and in harmony with, the COLP Constitution, its By-Laws, and all resolutions duly adopted by authorized COLP structures.
- (3) Any amendment to this Code shall be proposed in writing to the NCWG and shall only take effect upon approval by a two-thirds (2/3) majority of the NCA, in accordance with the amendment procedures set out in Article XII of the COLP Constitution.

- (4) In the event of any conflict or inconsistency between the provisions of this Code and the COLP Constitution, the COLP Constitution shall prevail.

COMMITMENT AND AFFIRMATION

Every Compatriot of the Congress of the Liberian People, upon joining COLP, affirms and declares:

"I affirm my commitment to the Congress of the Liberian People, its Constitution, and this Code of Conduct. I commit to uphold the values of collective accountability, discipline, social justice, anti-corruption, and Pan-African solidarity in all my actions as a Compatriot. I understand that I am accountable to my fellow Compatriots and to the people of Liberia, and I accept the obligations and responsibilities that membership in COLP demands. Power to the People, Progress to the Nation."

CONGRESS OF THE LIBERIAN PEOPLE

DONE, ADOPTED, AND APPROVED by the National Organizing Committee of the Congress of the Liberian People (COLP), sitting in _____, Republic of Liberia, on this _____ day of _____, **2026**.

IN WITNESS WHEREOF, the undersigned officers of the National Organizing Committee hereby affix their signatures on behalf of the delegates and membership of the Congress of the Liberian People.

National Chairperson

National Vice Chairperson for Administration

Secretary-General

Chairperson, Constitutional Review Committee