

**CODE OF CONDUCT FOR  
NEC PERSONNEL**

## Preamble

WHEREAS, Article 89 of the January 6, 1986 Constitution of the Republic of Liberia established the National Elections Commission as an Autonomous Public Commission;

WHEREAS, Section 9, Chapter 2 of the 1986 New Elections Law empowers the National Elections Commission to administer and enforce all laws relative to the conduct of elections throughout the Republic of Liberia;

WHEREAS, Section 9, Chapter 2 of the 1986 New Elections Law further empowers the National Elections Commission to conduct all elections for elective public offices including the chieftaincy elections, all referenda, and declare the results thereof;

WHEREAS, the National Elections Commission, successor to the Elections Commission, was restructured in 2003 when an ACT to amend Sections 2.1 and 2.4 of Chapter 2 of the New Elections Law of 1986 was enacted to increase the membership of the Board of Commissioners from five (5) to seven (7);

WHEREAS, the National Elections Commission recognizes that for an election to be successful, and in order to strengthen our democratic culture, participants in the process must have confidence that the National Election Commission will carry out its functions in a fair, politically neutral, transparent, and professional manner;

### **NOW THEREFORE:**

**The National Elections Commission hereby promulgates the following CODE OF CONDUCT for the NEC personnel.**

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**Part I**  
**GENERAL PROVISIONS**

**Section 1.                      Citation**

This Code of Conduct shall be cited as the Code of Conduct for Personnel of the National Elections Commission (NEC).

**Section 2.                      Definitions**

In this Code of Conduct, unless the context otherwise requires:

- a) “Candidate” means a person duly nominated by a political party or by a coalition or alliance or an individual who has satisfied the legal requirements to stand for election as an independent candidate;
- b) “Commission” means the National Elections Commission of Liberia;
- c) “Electorate” means the body of persons entitled to vote in Liberian Elections;
- d) “Personnel” means all Commissioners, election officers, field staff, and contractors of the National Elections Commission;
- e) “Political Party” means an organization that has been formed pursuant to the laws of Liberia and that is registered with the NEC; and
- f) “Stakeholders” means persons or groups that have an interest in the National Elections Commission.

**Part II**  
**Code of Conduct for Personnel of the**  
**National Elections Commission (NEC) of the Republic of Liberia**

**Sections 3. Code of Conduct**

- 3.1 The Code of Conduct applies to all employees of the National Elections Commission (hereinafter referred to as “the Commission”). Every employee of the Commission shall be committed to and comply with this Code of Conduct while he/she is at his/her working place or is carrying out his/her duties. The conditions of employment shall also include this Code of Conduct.
- 3.2 Every employee of the Commission shall refrain from improper use of unauthorized release of information obtained in the course of his/her official duty with the Commission.
- 3.3 The Commission, by its Constitutional mandate, shall ensure that all processes of elections for Public Offices including the Executive and Legislative branches, as well as Chieftaincies and all referenda, are conducted in a free, fair, and transparent manner.
- 3.4 The Commission shall conduct elections in accordance with the United Nations and other internationally acceptable standards. Thus, when conducting these elections, personnel of the Commission shall not in any form or manner be corrupted, unduly influenced, bribed, or controlled by any outside authority.
- 3.5 The Commission recognizes its pledge to deliver free, fair, and transparent elections and enlists the support of all stakeholders in Liberia as well as members of the International Community to assist in the achievement of its goal. In furtherance of this mandate, employees of the Commission:
- a) Shall be committed at all times to act within his/her authority to condemn and prevent any violence, coercion, and intimidation related to elections;

- b) Shall not be biased and shall not do anything by way of action, attitude or speech which indicates a bias or preference for any political party, candidate or political party representative in the implementation of his/her duties;
- c) Shall, at all times, embrace a culture of fairness, neutrality, independence and non-partisanship in its dealings with any registered political party or candidate, and consequently, will not act in a way that demonstrates partisan support for a candidate, political party, political actor or political tendency;
- d) Shall create a friendly environment for representatives and agents of registered political parties and candidates through the facilitation of ready access to the offices and relevant documents of the Commission;
- e) Shall conduct itself at all times in an appropriate manner, exercise sound judgment, observe the highest levels of personal discretion, and ensure that all the employees of the Commission apply standards of professionalism and integrity in their work;
- f) Shall, pursuant to Article 18 of the Liberian Constitution, provide equal opportunity for work and employment regardless of sex, creed, religion, ethnic background, place of origin, or political affiliation, and all of the Commissions employees shall be entitled to equal pay for equal work.
- g) Shall make reasonable attempts to ensure that its members and staff avoid any situation that may lead to conflict of interest or that is incompatible with their status as personnel of the Commission.
- h) Shall extend the participation and access of stakeholders in the relevant processes of election organization on an equitable basis consistent with the law;
- i) Shall uphold its integrity and the integrity of the electoral process, and actively encourage all stakeholders to do likewise;
- J) Shall pay particular attention to the smooth and positive working relationship with each registered political party and candidate on the basis of equitable treatment for all consistent with the law;
- K) Shall establish a positive working relationship with civil society organizations, community-based organizations, and relevant donor agencies, through ready  
Shall establish a positive working relationship with civil society organizations, community-based organizations, and relevant donor agencies, through ready

access and timely communication of relevant information on a non-discrimination basis; and

- l) Shall extend fair and non-discriminatory access to media houses and, where feasible, offer assistance in election and referenda awareness programs on an equitable basis, consistent with the law in an effort to keep the public informed of the Commissions undertakings.

#### **Sections 4. Election Services**

4.1 The Commission recognizes that its primary responsibility to provide good quality election services to the Electorate, and to that end, it will:

- a) Offer a user-friendly environment for all persons utilizing electoral services, especially in respect of registration of voter and polling services;
- b) Arrange suitable access and physical facilities at registration/polling center, with particular reference to persons with disabilities;
- c) Develop adequate and suitable election awareness programs, with dissemination schemes to ensure full national coverage;
- d) Ensure that all qualified persons who wish to register as voters are able to do so, and all registered voters who wish to vote are able to do so; and
- e) Ensure that every valid vote will be properly counted.


DONE UNDER OUR HANDS AND SEAL OF THE NATIONAL  
ELECTIONS COMMISSION (NEC) THIS \_\_\_\_\_ DAY OF \_\_\_\_\_ A.  
D. 2010



Sarah Jegede  
**COMMISSIONER**



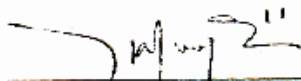
Jeanette Ebba-Davidson  
**COMMISSIONER**



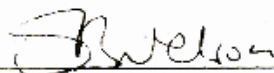
Ansumana F. Kromah  
**COMMISSIONER**



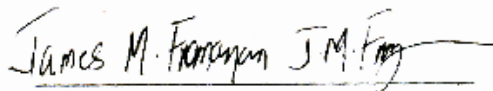
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