



Federal Government of Nigeria

NATIONAL ETHICS & INTEGRITY POLICY



SIMPLIFIED VERSION



Office of the Secretary to the Government
of the Federation (OSGF)
Independent Corrupt Practices and Other
Related Offences Commission (ICPC)
and
National Orientation Agency (NOA)



OFFICE OF THE SECRETARY TO THE
GOVERNMENT OF THE FEDERATION



INDEPENDENT CORRUPT PRACTICES AND
OTHER RELATED OFFENCES COMMISSION (ICPC)



NATIONAL ORIENTATION AGENCY (NOA)

NATIONAL ETHICS & INTEGRITY POLICY

SIMPLIFIED VERSION

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ISBN:978-978-990-580-5

Independent Corrupt Practices and Other Related Offences
Commission
Plot 802 constitution Avenue,
Zone A9, Central Area,
Abuja.
www.icpc.gov.ng

Independence Corrupt Practices and Other Related Offences
Commission was established in 2000 by Act No. 5 of year 2000. Its
mandates include enforcement, prevention, public education and
enlightenment

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PREFACE



This simplified version of the National Ethics and Integrity Policy has been produced by the Independent Corrupt Practices and Other Related Offences Commission (ICPC) in collaboration with the National Orientation Agency (NOA) as part of the effort to bring this policy document to the full understanding of the ordinary Nigerian and to ensure their buy-in.

While this version cannot replace the main policy document that was approved by the Federal Executive Council (FEC) on 19th August 2020, and launched by President Muhammadu Buhari on 28th September 2020 during the 2nd National Summit on Diminishing Corruption in the Public Sector to celebrate ICPC's 20th anniversary, there are deliberate attempts to dispense with the technical details such as elaborate listings and discussions of concepts, quotes of source legislations, etc., and to use language that will make it overall an easier-to-read document.

CHAPTER ONE

1.0 INTRODUCTION

The National Ethics and Integrity Policy was developed by the Independent Corrupt Practices and Other Related Offences Commission (ICPC) working with several individuals and institutions in response to the many damaging effects of corruption in both the public and private sectors.

This was done with a view to helping restore and revitalize these sectors while enhancing values and integrity as well as tackling corruption in the larger Nigerian society.

ICPC had earlier developed a National Values Curriculum for the teaching of values in schools to young Nigerians. This National Ethics and Integrity Policy builds on the basics of that curriculum, to entrench positive values in the society.

1.1 LEGAL FRAMEWORK FOR THE POLICY

This Policy draws its contents from:

- The Constitution of the Federal Republic of Nigeria 1999 as amended,
- The Corrupt Practices and Other Related Offences Act, 2000,
- National Orientation Act, Cap N64 LFN 2004,
- United Nations Convention Against Corruption (UNCAC) and other relevant laws.

The Policy further contains inputs from the cultural and religious values of Nigeria's peoples; the codes of professional associations such as the Nigerian Union of Journalists, Nigerian Bar Association, COREN, Teachers Registration Council of Nigeria, etc.

1.2 FUNDAMENTAL PRINCIPLES OF THE POLICY

The Policy obligates all Nigerians, and everyone who resides within the borders of Nigeria or who relates with the country in one form or the other, to commit to uphold the following core values of Human Dignity, Voice and Participation, Patriotism, Personal Responsibility, Integrity, National Unity and Professionalism

The violation of any of these principles is actionable by relevant government agencies both at the federal and state levels.

The principles of the Policy are to be interpreted in line with provisions of federal laws and regulations, the Nigerian Constitution, standing rules and codes of conduct of professional bodies and statutory rules guiding public and private institutions.

1.3 PURPOSE OF THE POLICY

The Policy is designed to:

- Strengthen efforts at positive national transformation, as citizens and those who relate with Nigeria imbibe and embody the core values.
- Help the country reach national development goals as the meaning of national purpose is reframed.
- Save the country from the ongoing erosion of ethics and collapse of values.
- Encourage citizens to put Nigeria above all else. It will help diminish the need for “corruption as a survival strategy” and “enhance the survival of the weak” while controlling “the power of the strong”.
- Open up an ongoing dialogue as to how to refine behaviours to bring out the best in Nigerians.

CHAPTER TWO

2.0 CORE VALUES OF THE POLICY



2.1 HUMAN DIGNITY

The Policy recognizes that human beings have inherent worth that must be respected and never violated.



Articles of this Value include the following as enshrined in the Nigerian Constitution:

- Right to Life, Freedom of Movement, Speech, Association, Equality before the Law, Fair Hearing, Freedom of Expression, Freedom from discrimination, etc. (list out rights)

Practical application: human dignity should be placed above profit in employment; people should have a say in the services that affect them; people should be entitled to privacy and confidentiality. They should also regard hate crimes, threats, intimidation, harassment and unsafe working conditions, etc. as unacceptable.

2.2 VOICE AND PARTICIPATION

Voice refers to a right to express an opinion and influence a decision, while Participation is an act of taking part in an activity or event. The Policy encourages people's right to voice and participation.



Articles of this Value include:

Democratic Principle, Good Governance, Leading by Example, Representation, Non-discrimination, Fair Hearing, etc.

Practical Application:

- Every person has the right to be represented in governance, in order to air their views on how things should be done.
- Every person may report misconduct or violations of this ethics and integrity policy to any anti-corruption agency or law enforcement agency, as well as desist from engaging in hate speech and the peddling of unverified information.

2.3

PATRIOTISM

Patriotism means love for one's country and the willingness to defend it.

It inspires a sense of belonging and nationhood, loyalty, solidarity, national pride, respect, tolerance, dedication, etc.

Lack of patriotism results in dysfunctional behaviour of the citizens towards what represents their country; and this is worsened by the challenges of corruption, intolerance, tribalism, etc. The Policy obligates patriotism.

Practical Application of Patriotism:

- Public display of the Nigerian Flag and Coat of Arms at official premises of all public agencies.
Being law abiding, respecting the rights of others, and speaking well of the nation.



2.4

PERSONAL RESPONSIBILITY

Personal responsibility implies a sense of duty to help provide solutions within a group. Nigerians are expected to display personal responsibility always.

Objectives of Personal Responsibility include to:

- Improve discipline, respect, commitment and self-control in the nation at large.
- Enhance trust and reliability especially in the private sector towards providing goods and services that meet minimum acceptable international standards in demonstration and reflection of personal responsibility to consumers and other stakeholders.
- Enhance quality of political representation amongst elected and appointed public officials.

Practical Application: Showing responsibility and uprightness in carrying out duties and responsibilities. Render assistance to appropriate and lawful agencies in the maintenance of law and order. Honestly declare ones income to appropriate law enforcement agencies etc.



2.5 INTEGRITY



To act with Integrity means to act with consistency with one's declared principles or consistent with established standards, principles, expectations, and values regulating a particular undertaking. Integrity entails doing the right things and doing things right consistently and acting in complete compliance with accountability standards and the requirements of moral responsibility. The Policy encourages Nigerians to imbibe integrity.

Practical Examples of Integrity:

- Honesty: Being truthful and straightforward in dealings with one another.
- Courage: Upholding moral strength to venture, persevere, and withstand danger, fear or difficulty in the conduct of one's life and in the pursuit of the public and national good, irrespective of personal cost.
- Mutual Accountability: Pledging to be accountable for one's actions and to answer to any question raised by one's actions or inactions.
- Fear of God: Living with the fear of God as the guide to interactions with one another.
- Others include: Honour, Transparency, Faithfulness, Commitment, Self-Control, etc.

2.6 NATIONAL UNITY



Nigeria is a nation with 250 ethnic groups, 2 major religions and more than 500 languages and dialects. It is imperative for all ethnic nationalities to have a sense of commonality, belonging and of being united as a people in one sovereign nation.

National Unity therefore means having the sense of oneness of Nigeria as a nation, of belonging to a nation where all citizens are equal regardless of tribe or origin.

The objectives of this Value is to create a sense of togetherness in all citizens, and convince them that their interests will always be represented in national affairs especially as they have the right and power to elect their representatives.

Practical Application: All citizens should actively work to defend the country's unity, co-operate to achieve national good, desist from using violence to resolve conflicts, treat one another with tolerance etc.

Justiciability/Enforcement: Anyone or group that works to undermine or destroy the unity of the country should be considered to have committed a treasonable offence and shall be sanctioned accordingly.

2.7

PROFESSIONALISM

Professionalism refers to the high standards expected from a person who is well-trained in a particular job. It refers to commitment to excellence in service, adherence to established standards and regulations related to a profession.



Legal Foundation: The Public Service Rules, Code of Conduct for Public Officials, Professional Codes of Ethics, etc.

Objectives: Excellence and high quality standards in the performance of service

Practical Application:

The Policy demands that public and private sector professionals must be accountable, avoid conflict of interest, and should not ask for or receive any kinds of gifts in the course of their official work except for those kinds of gifts specifically permitted. Excellence is expected from Nigerians and everyone doing business with Nigeria in the performance of services.

CHAPTER THREE

3.0 IMPLEMENTATION OF THE POLICY



3.1 TIMELINE, IMPLEMENTATION AND ACTION PLAN

The implementation of the Policy is planned to be in phases which include:

- Stakeholder engagement
- Design of Action Plan and Consequence Management Template
- Stepping down Policy to sub-national levels (states and local government) Periodic Review, Monitoring and Evaluation



3.2 ENFORCEMENT OF SANCTIONS AND PENALTIES

The Independent Corrupt Practices and Other Related Offences Commission or other law enforcement agencies can sanction or prosecute anyone who goes against the principles and values in this National Ethics and Integrity Policy or fails to implement its directives. The Policy can also be used by anyone to seek justice.



3.3 SUSTAINABILITY:

The public and private sectors at the federal, state and local government levels are all encouraged to adopt the Policy and its principles. This Policy shall also be used in negotiating procurement, trade, socio-economic, cultural/creative industry agreements, etc.



3.4 COORDINATE

The implementation of this policy will be coordinated by OSGF, ICPC and NOA supported by all Ministries, Departments and Agencies as well as institutions at the state and local government levels.

CHAPTER FOUR



CONCLUSION

The development of the National Ethics and Integrity Policy by ICPC with its partners, and its subsequent approval for implementation represents a significant milestone in Nigeria's quest for a national rebirth that will introduce accountability and transparency in governance.

It should also recondition its citizens to work for national development; while encouraging them to cultivate respect and love for fellow citizens.

With this policy in operation, selfishness, violence, disunity and ineffective governance would be things of the past for Nigeria to take its pride of place in the comity of nations.



**CONTACT THE OFFICE OF THE SECRETARY TO THE
GOVERNMENT OF THE FEDERATION (OSGF)**

Shehu Shagari Complex, Three Arms Zone, Abuja.

Phone: +234-803-600-1627

Email: info@osgf.gov.ng

CONTACT ICPC



ICPC NATIONAL HEADQUARTERS

Plot 802, Constitution Avenue

Zone A9, Central Area, PMB 535, Garki, Abuja, Nigeria

Reports can be submitted on the ICPC website: www.icpc.gov.ng OR by email at info@icpc.gov.ng (ICPC protects all those who make reports).

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CONTACT ICPC

Headquarters:
Block B, Federal Secretariat Complex,
Area I, Garki Abuja, Nigeria PMB 27.

Offices in the 36 states of the federation and 774 Local
Government Areas.

Call on: +234 – 803-592-8774

Email: admin@noa.gov.ng

Website: www.noa.gov.ng

Facebook:

www.facebook.com/nationalorientationsgencynigeria

Twitter: @noa_nigeria

Instagram: @noa-nigeria

Re - produced and Simplified by:
Independent Corrupt Practices and Other Related Offences Commission (ICPC) &
National Orientation Agency (NOA)
March 2021

