

**PEACE, LOVE AND HARMONY  
FOUNDATION  
(PLHF)**



**2026**

## **PREAMBLE**

**IN THE NAME OF THE ALMIGHTY GOD.**

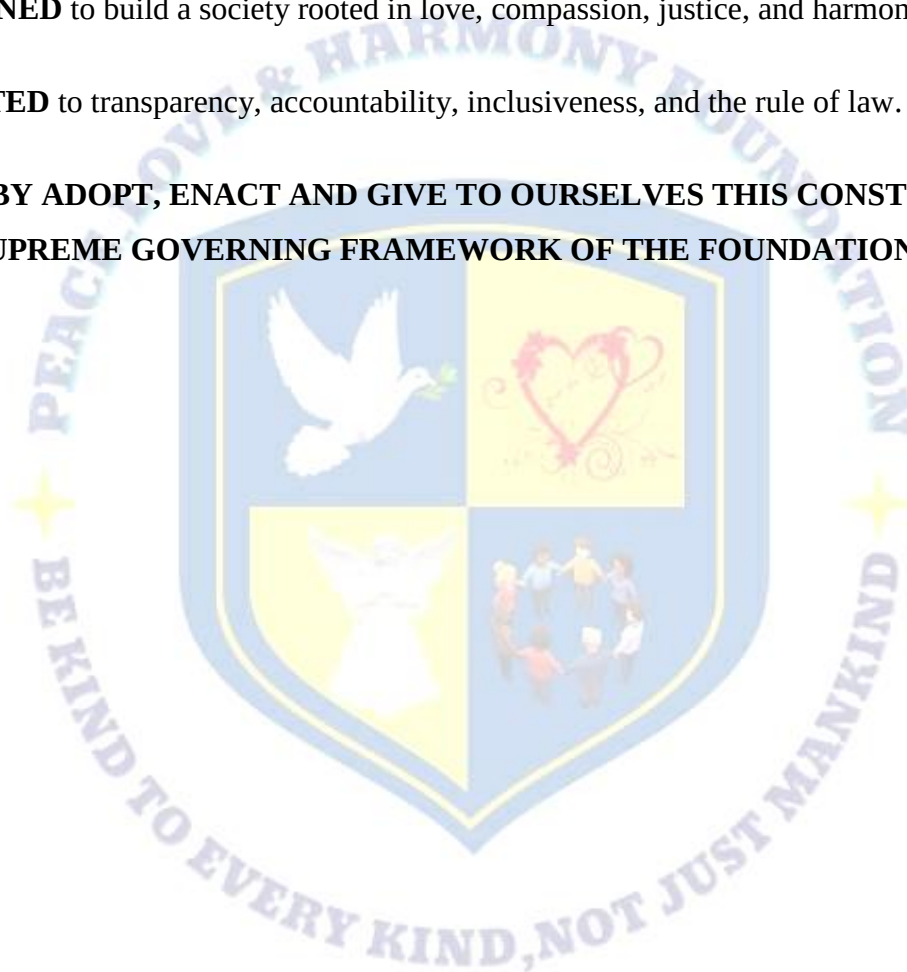
**WE**, the members of the Peace, Love and Harmony Foundation (PLHF),

**REALIZING** the urgent need to promote peace, unity, tolerance, and social cohesion.

**DETERMINED** to build a society rooted in love, compassion, justice, and harmony.

**COMMITTED** to transparency, accountability, inclusiveness, and the rule of law.

**DO HEREBY ADOPT, ENACT AND GIVE TO OURSELVES THIS CONSTITUTION  
AS THE SUPREME GOVERNING FRAMEWORK OF THE FOUNDATION.**



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## **CHAPTER ONE**

### **THE CONSTITUTION**

#### **ARTICLE 1: SUPREMACY OF THE CONSTITUTION**

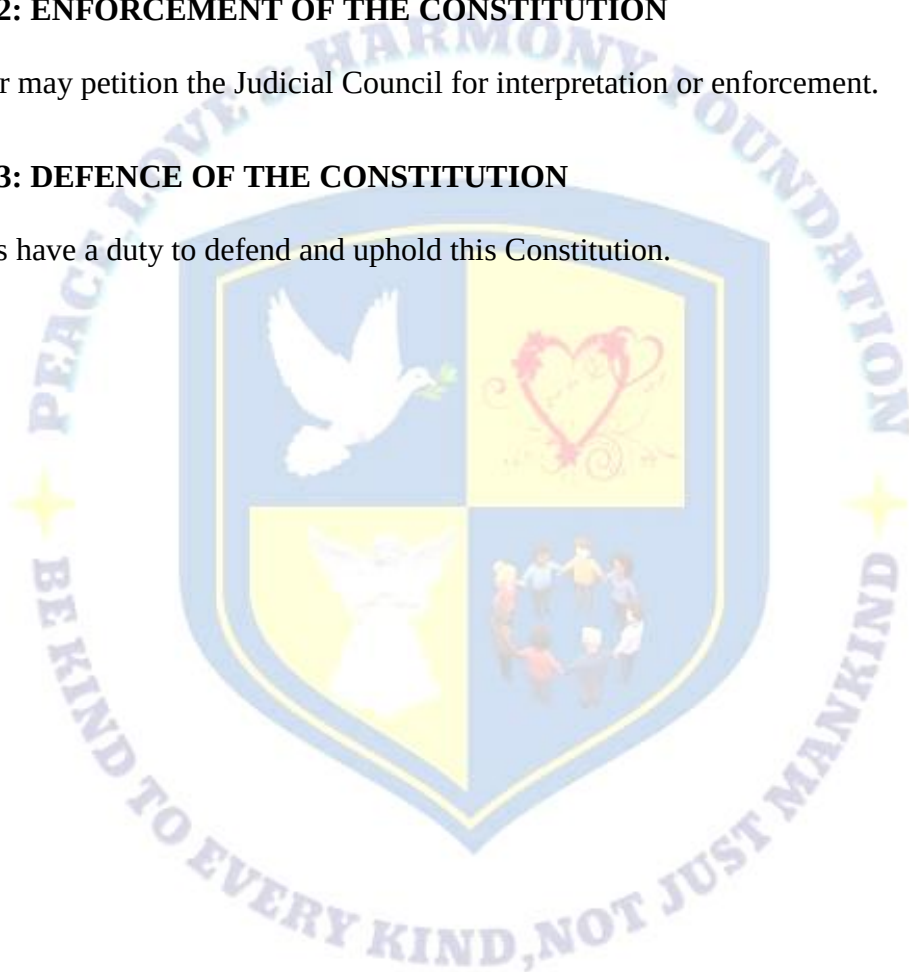
1. This Constitution shall be the supreme law of PLHF.
2. Any regulation inconsistent with this Constitution shall be null and void.

#### **ARTICLE 2: ENFORCEMENT OF THE CONSTITUTION**

Any member may petition the Judicial Council for interpretation or enforcement.

#### **ARTICLE 3: DEFENCE OF THE CONSTITUTION**

All members have a duty to defend and uphold this Constitution.



## CHAPTER TWO

### THE FOUNDATION AND MEMBERSHIP

#### ARTICLE 4: NAME AND LEGAL STATUS

The organization shall be known as the Peace, Love and Harmony Foundation (PLHF), a non-profit, non-political, and humanitarian organization.

#### ARTICLE 5: MEMBERSHIP

##### 1. Eligibility for Membership

Membership of the Foundation shall be open to all persons, irrespective of gender, religion, ethnicity, or social status, who accept and subscribe to the aims, objectives, and values of the Peace, Love and Harmony Foundation (PLHF).

##### 2. Admission of Members

(a) A person shall become a member upon:

- Submission of an application form.
- Approval by the appropriate authority.
- Payment of prescribed dues, where applicable.
- (b) The Executive Committee shall have the authority to admit or reject applications based on laid down criteria.

##### 3. Categories of Membership

Membership shall consist of the following categories:

###### ○ (a) Ordinary Members

Individuals who are duly registered and actively participate in the activities of the Foundation.

###### ○ (b) Honorary Members

Persons of distinguished character or who have made significant contributions to the Foundation or society. Such members shall be exempt from dues but may not vote unless otherwise determined by Congress.

- **(c) Institutional Members**  
Organizations, groups, or institutions affiliated with the Foundation for collaboration and partnership purposes.
- **(d) Volunteer Members**  
Individuals who offer their services to the Foundation without necessarily being full members but are recognized for their contributions.

#### **4. Register of Members**

The Secretary shall maintain an updated register of all members of the Foundation.

### **ARTICLE 6: DUTIES OF MEMBERS**

1. Every member shall:
  - (a) Promote peace, love, unity, and harmony in all activities.
  - (b) Uphold and defend the Constitution of the Foundation.
  - (c) Respect and comply with decisions of the Foundation and its leadership.
  - (d) Pay dues, levies, or contributions as may be determined collectively.
  - (e) Actively participate in meetings, programs, and activities of the Foundation.
  - (f) Protect and preserve the property and reputation of the Foundation.
  - (g) Refrain from any act that may bring the Foundation into disrepute.
2. Failure to perform these duties may attract disciplinary action in accordance with this Constitution.

### **ARTICLE 7: RIGHTS OF MEMBERS**

1. Subject to this Constitution, every member shall have the right to:
  - (a) Vote and be voted for, provided the member is in good standing.
  - (b) Participate in discussions and decision-making processes of the Foundation.
  - (c) Access programs, services, and opportunities offered by the Foundation.
  - (d) Express opinions freely within the framework of respect, law, and order.
  - (e) Receive information on the activities and finances of the Foundation.

2. The exercise of these rights shall not undermine the unity, discipline, or objectives of the Foundation.



## **CHAPTER THREE**

### **AIMS AND OBJECTIVES**

#### **ARTICLE 8: AIMS**

The primary aim of the Foundation shall be to promote peace, love, unity, harmony, and sustainable development within communities and society at large.

#### **ARTICLE 9: OBJECTIVES**

In pursuit of its aims, the Foundation shall:

1. Promote peaceful coexistence through conflict resolution, mediation, and dialogue.
2. Initiate and implement community development projects aimed at improving living conditions.
3. Empower youth through education, mentorship, and skills development programs.
4. Advocate for the protection and promotion of human rights and social justice.
5. Provide support and assistance to vulnerable and marginalized groups.
6. Collaborate with governmental and non-governmental organizations to achieve its goals.
7. Undertake any other lawful activities consistent with its aims and objectives.

## **CHAPTER FOUR**

### **ORGANS OF THE FOUNDATION**

#### **ARTICLE 10: ORGANS**

The Foundation shall operate through the following organs:

1. The General Assembly (Congress) – the supreme decision-making body.
2. The Senate – the advisory and oversight body.
3. The Executive Committee – the administrative and implementing body.
4. The Judicial Council – the judicial and dispute resolution body.
5. The Electoral Commission – the independent body responsible for elections.
6. Standing and Ad Hoc Committees – specialized bodies for operational efficiency.



## **CHAPTER FIVE**

### **GENERAL ASSEMBLY (CONGRESS)**

#### **ARTICLE 11: COMPOSITION**

The General Assembly shall consist of:

1. All registered members of the Foundation.
2. Delegates from branches or affiliated groups.
3. Such other persons as may be determined by the Constitution.

#### **ARTICLE 12: POWERS**

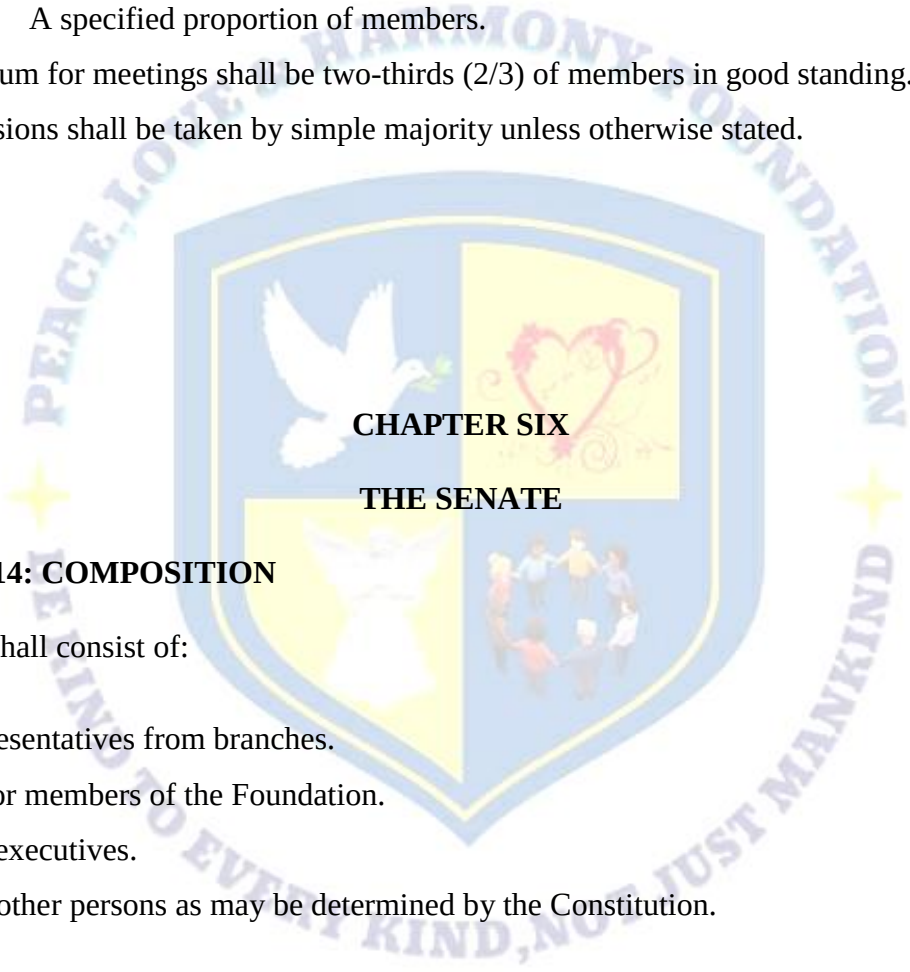
The General Assembly shall:

1. Be the highest decision-making authority of the Foundation
2. Elect members of the Executive Committee.
3. Approve policies, programs, and strategic plans.
4. Approve budgets and financial reports.
5. Amend the Constitution.

6. Take decisions on any matter affecting the Foundation.

### **ARTICLE 13: MEETINGS**

1. There shall be an Annual Congress of the Foundation.
2. Mode of meeting shall be online or Face to face where necessary.
3. Extraordinary meetings may be convened when necessary by:
  - o The Executive Committee. or
  - o A specified proportion of members.
4. Quorum for meetings shall be two-thirds (2/3) of members in good standing.
5. Decisions shall be taken by simple majority unless otherwise stated.



### **CHAPTER SIX**

### **THE SENATE**

### **ARTICLE 14: COMPOSITION**

The Senate shall consist of:

1. Representatives from branches.
2. Senior members of the Foundation.
3. Past executives.
4. Any other persons as may be determined by the Constitution.

### **ARTICLE 16: FUNCTIONS**

The Senate shall:

1. Approve policies and budgets proposed by the Executive Committee.
2. Provide oversight over the activities of the Executive Committee.

3. Approve key appointments within the Foundation.
4. Serve as an advisory body on strategic matters.
5. Ensure accountability and transparency in governance.

#### **ARTICLE 16: MEETINGS**

1. The Senate shall meet at least thrice a month
2. Extraordinary meetings may be convened when necessary.
3. Quorum shall be determined by internal regulations of the Senate.



#### **CHAPTER SEVEN**

#### **EXECUTIVE COMMITTEE**

#### **ARTICLE 17: COMPOSITION**

The Executive Committee shall consist of:

- President
- Vice President
- Secretary
- Treasurer
- Organizing Secretary
- Deputy Organizing Secretary

#### **ARTICLE 18: FUNCTIONS OF THE EXECUTIVE COMMITTEE**

The Executive Committee shall:

1. Implement policies and decisions of Congress and Senate.
2. Manage the day-to-day administration of the Foundation.

3. Plan and execute programs and projects.
4. Maintain proper records and accounts.
5. Report regularly to the Senate and Congress.
6. Promote the objectives of the Foundation.

## **CHAPTER EIGHT**

### **POWERS AND FUNCTIONS OF OFFICERS**

#### **ARTICLE 19: PRESIDENT**

The President shall:

1. Be the Head of the Foundation and provide overall leadership and direction.
2. Preside over all meetings of the General Assembly, Senate, and Executive Committee.
3. Serve as the Chief Spokesperson of the Foundation and represent it in all official matters.
4. Be a principal signatory to the accounts of the Foundation and approve expenditures.
5. Ensure the implementation of decisions and policies of Congress and Senate.
6. Provide strategic vision and guidance for achieving the aims and objectives of the Foundation.
7. Appoint committee members and officers where necessary, subject to approval by the Senate.
8. Oversee the work of all officers, committees, and organs of the Foundation.
9. Present an annual report on the state of the Foundation to Congress.
10. Liaise with external stakeholders, partners, and institutions on behalf of the Foundation.
11. Ensure discipline, accountability, and good governance within the Foundation.
12. Exercise casting vote in the event of a tie at meetings.
13. Perform any other duties assigned by Congress or consistent with this Constitution.

## **ARTICLE 20: VICE PRESIDENT**

The Vice President shall:

1. Assist the President in the performance of his/her duties.
2. Act as President in the absence, incapacity, resignation, or removal of the President.
3. Coordinate welfare matters of members and oversee welfare programs.
4. Supervise the activities of committees as may be assigned.
5. Ensure effective communication between members and the Executive Committee.
6. Support the implementation of programs and policies.
7. Perform duties assigned by the President, Congress, or Senate.
8. Act as liaison between branches and the national leadership.
9. Promote unity and harmony among members.

## **ARTICLE 21: SECRETARY**

The Secretary shall:

1. Record accurate minutes of all meetings of the Foundation.
2. Maintain proper records, documents, and archives of the Foundation.
3. Handle all official correspondence of the Foundation.
4. Issue notices for meetings in consultation with the President.
5. Prepare and circulate reports, minutes, and official documents.
6. Keep an updated register of members.
7. Be a signatory to the Foundation's accounts.
8. Facilitate communication between organs of the Foundation.
9. Prepare administrative reports for Congress and Senate.
10. Perform any additional duties assigned by the President or Executive Committee.

## **ARTICLE 22: TREASURER**

The Treasurer shall:

1. Manage all financial affairs of the Foundation.
2. Collect dues, donations, and other revenues.
3. Keep accurate financial records and books of accounts.
4. Prepare periodic financial statements and reports.
5. Present financial reports at meetings of Congress and Senate.
6. Prepare annual budgets in collaboration with the Executive Committee.
7. Ensure that all funds are properly accounted for and used for approved purposes.
8. Be a signatory to the Foundation's accounts.
9. Work closely with the Finance and Audit Committees.
10. Ensure compliance with financial regulations and policies.
11. Safeguard the financial assets of the Foundation.

## **ARTICLE 23: ORGANIZING SECRETARY**

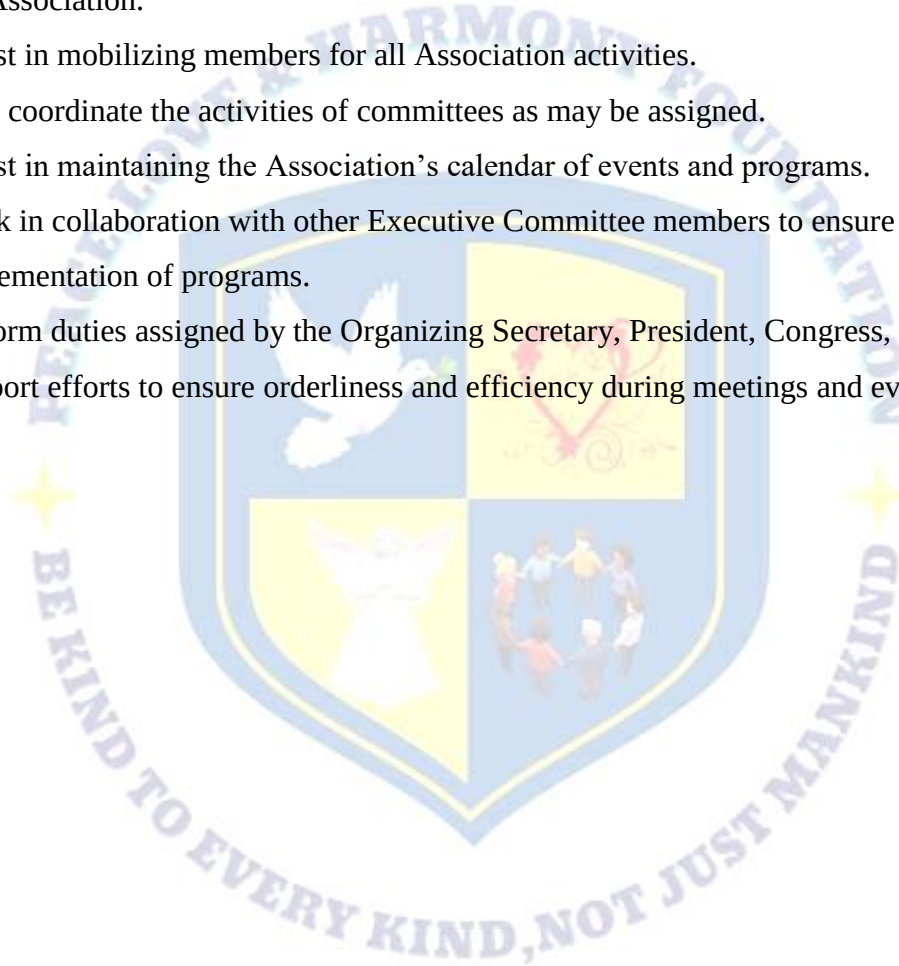
The Organizing Secretary shall:

1. Coordinate all programs, events, and activities of the Foundation.
2. Plan and organize meetings, conferences, and outreach activities.
3. Mobilize members for participation in programs.
4. Work with committees to implement projects.
5. Maintain records of activities and events.
6. Ensure proper logistics and arrangements for all programs.
7. Assist in monitoring and evaluation of projects.
8. Promote active participation of members.
9. Perform any duties assigned by the President or Executive Committee.

## **ARTICLE 24: DEPUTY ORGANIZING SECRETARY**

The Deputy Organizing Secretary shall:

1. Assist the Organizing Secretary in the performance of his/her duties.
2. Act as Organizing Secretary in the absence, incapacity, resignation, or removal of the Organizing Secretary.
3. Support the planning, coordination, and execution of meetings, events, and programs of the Association.
4. Assist in mobilizing members for all Association activities.
5. Help coordinate the activities of committees as may be assigned.
6. Assist in maintaining the Association's calendar of events and programs.
7. Work in collaboration with other Executive Committee members to ensure effective implementation of programs.
8. Perform duties assigned by the Organizing Secretary, President, Congress, or Senate.
9. Support efforts to ensure orderliness and efficiency during meetings and events.



## **CHAPTER NINE**

### **ELECTORAL COMMISSION**

#### **ARTICLE 25: ESTABLISHMENT**

There shall be an independent Electoral Commission responsible for conducting ALL elections.

#### **ARTICLE 26: COMPOSITION OF ELECTORAL COMMISSION**

There shall be

- Electoral Commissioner
- One Deputy
- One Member

#### **ARTICLE 27: FUNCTIONS OF ELECTORAL COMMISSION**

The Commission shall:

- Conduct and supervise elections.
- Register eligible voters.
- Ensure free, fair, and transparent elections.
- Publish election guidelines.

## **CHAPTER TEN**

### **THE JUDICIAL COUNCIL**

#### **ARTICLE 28: ESTABLISHMENT**

There shall be a Judicial Council independent of all other organs.

#### **ARTICLE 29: COMPOSITION OF THE JUDICIAL COUNCIL**

- Chairperson

- Two Deputies

## **ARTICLE 30: FUNCTIONS OF THE JUDICIAL COUNCIL**

The Judicial Council shall:

- Interpret THE Constitution of Peace, Love and Harmony Foundation PLHF.
- Resolve disputes.
- Adjudicate election petitions.
- Enforce discipline and sanctions.

## **CHAPTER ELEVEN**

### **COMMITTEES**

## **ARTICLE 31: ESTABLISHMENT OF COMMITTEES**

1. There shall be established Standing Committees and Ad Hoc Committees of the Foundation.
2. Committees shall assist in the effective implementation of the aims and objectives of the Foundation.
3. All Committees shall be accountable to the Executive Committee and the Senate.

## **ARTICLE 32: STANDING COMMITTEES**

The Foundation shall have the following Standing Committees:

1. Finance Committee
2. Audit Committee
3. Welfare Committee
4. Projects and Programmes Committee
5. Research and Development Committee

### **ARTICLE 33: FINANCE COMMITTEE**

1. The Finance Committee shall:
  - (a) Advise on financial matters.
  - (b) Prepare financial policies.
  - (c) Monitor income and expenditure.
  - (d) Ensure prudent financial management.
2. The Committee shall work closely with the Treasurer.

### **ARTICLE 34: AUDIT COMMITTEE**

1. The Audit Committee shall:
  - (a) Audit financial records of the Foundation.
  - (b) Ensure transparency and accountability.
  - (c) Submit annual audit reports to Congress.
2. The Committee shall be independent of the Executive Committee.

### **ARTICLE 35: WELFARE COMMITTEE**

1. The Welfare Committee shall:
  - (a) Promote the welfare of members.
  - (b) Provide support to members in need.
  - (c) Organize welfare programs and initiatives.

### **ARTICLE 36: PROJECTS AND PROGRAMMES COMMITTEE**

1. The Committee shall:
  - (a) Design and implement development projects.
  - (b) Coordinate events and outreach programs.
  - (c) Monitor project outcomes.

### **ARTICLE 37: RESEARCH AND DEVELOPMENT COMMITTEE**

1. The Committee shall:
  - (a) Conduct research on peace, development, and social issues.
  - (b) Provide policy recommendations.

- (c) Support innovation and strategic planning.

#### **ARTICLE 38: AD HOC COMMITTEES**

1. The Executive Committee or Senate may establish Ad Hoc Committees for specific assignments.
2. Such Committees shall cease to exist after completing their mandate.

#### **ARTICLE 39: APPOINTMENT OF COMMITTEE MEMBERS**

1. Members of Committees shall be appointed by the Executive Committee subject to approval by the Senate.
2. Appointments shall consider:
  - Competence
  - Integrity
  - Commitment

### **CHAPTER TWELVE**

#### **FINANCES**

#### **ARTICLE 40: SOURCES OF FUNDS**

Funds shall be generated from:

- Membership dues
- Donations
- Grants
- Fundraising activities

#### **ARTICLE 41: FINANCIAL MANAGEMENT**

1. Proper and accurate financial records shall be maintained at all times.
2. The accounts of the Foundation shall be audited annually.

3. The annual budget shall be prepared by the Executive Committee and approved by members in good standing at Congress.
4. Funds of the Foundation shall be used solely for its objectives.
5. Any misuse of funds shall attract sanctions under this Constitution.

## **CHAPTER THIRTEEN**

### **ELECTIONS**

#### **ARTICLE 42: ELIGIBILITY**

##### **1. General Qualification**

A person shall be eligible to contest for any elective position in the Foundation if that person is a registered member of the Peace, Love and Harmony Foundation (PLHF) and is in good standing.

##### **2. Meaning of “Member in Good Standing”**

For the purposes of this Constitution, a *member in good standing* is a member who:

- (a) Has duly registered with the Foundation.
- (b) Has paid all required dues, fees, or financial obligations to the Foundation.
- (c) Has actively participated in the activities and programs of the Foundation.
- (d) Has not been found guilty of misconduct, fraud, or any act that brings the Foundation into disrepute.
- (e) Is not under any form of suspension or disciplinary sanction at the time of nomination.
- (f) Demonstrates commitment to the aims, objectives, and values of the Foundation.

##### **3. Specific Eligibility Requirements**

Without prejudice to Clause (1), a person seeking election shall:

- (a) Have been an active member of the Foundation for a minimum period of six (6) months prior to nomination.
- (b) Be nominated by at least two (2) members in good standing.
- (c) Meet any additional requirements prescribed by the Electoral Commission.

#### **4. Integrity and Competence**

A candidate must be a person of:

- (a) High moral character and integrity.
- (b) Proven leadership ability and commitment to service.
- (c) Sound mind and capable of performing the duties of the office.

#### **5. Disqualification**

Notwithstanding the above provisions, a person shall not be eligible to contest for any position if that person:

- (a) Has been convicted of a criminal offense involving dishonesty or moral turpitude.
- (b) Has been removed from any office within the Foundation for misconduct.
- (c) Has misappropriated or mismanaged funds of the Foundation.
- (d) Is declared by the Judicial Council to be of unsound mind.
- (e) Is under suspension or disciplinary action at the time of election.

#### **6. Verification of Eligibility**

The Electoral Commission, in collaboration with the Vetting Committee, shall verify the eligibility of all candidates before elections and shall have the authority to disqualify any candidate who does not meet the requirements of this Article.

### **CHAPTER FOURTEEN**

### **ELECTORAL PROCESSES**

#### **ARTICLE 43: NOMINATION PROCEDURES**

##### **1. Opening of Nominations**

The Electoral Commission shall, at least four (4) weeks before elections, officially open nominations and communicate the timelines and procedures to all members.

##### **2. Filing of Nominations**

- (a) A candidate shall complete and submit a nomination form prescribed by the Electoral Commission.
- (b) The nomination form shall include:
  - Full name and contact details
  - Position being contested
  - Endorsements from nominators
  - Declaration of eligibility
- 3. Endorsement Requirements
  - A candidate shall be nominated by at least two (2) members in good standing.
  - Nominators shall not nominate more than one candidate for the same position.
- 4. Submission Deadline

All nomination forms shall be submitted within the stipulated time. Late submissions shall not be accepted.
- 5. Publication of Candidates

The Electoral Commission shall publish the list of all aspirants within five (5) days after the close of nominations.

#### **ARTICLE 44: VETTING OF CANDIDATES**

1. Establishment of Vetting Committee

There shall be a Vetting Committee appointed by the Electoral Commission.
2. Functions of the Vetting Committee

The Committee shall:

  - (a) Examine the qualifications of candidates.
  - (b) Verify eligibility requirements.
  - (c) Conduct interviews where necessary.
  - (d) Recommend or disqualify candidates.
3. Outcome of Vetting
  - Results shall be published within 48 hours after vetting.
  - Disqualified candidates shall be given reasons.

#### 4. Right of Appeal

Any disqualified candidate may appeal to the Judicial Council within 48 hours, and the decision of the Judicial Council shall be final.

### **ARTICLE 45: CAMPAIGN REGULATIONS**

#### 1. Campaign Period

Campaigning shall commence only after the publication of qualified candidates and end 24 hours before Election Day.

#### 2. Code of Conduct

Candidates shall:

- Conduct campaigns peacefully and respectfully.
- Avoid defamatory or abusive language.
- Promote unity and harmony.
- Comply with guidelines issued by the Electoral Commission.

#### 3. Prohibited Acts

The following shall be prohibited:

- Vote buying or bribery.
- Intimidation or coercion of voters.
- Use of violence or hate speech.
- Misuse of Foundation resources.

#### 4. Sanctions

Any violation may lead to disqualification or other sanctions as determined by the Electoral Commission or Judicial Council.

### **ARTICLE 46: VOTING AND ELECTION PROCEDURES**

#### 1. Right to Vote

Every member in good standing shall have the right to vote.

#### 2. Mode of Voting

- Voting shall be by secret ballot.
- Electronic voting may be adopted where feasible.

### 3. Supervision of Elections

Elections shall be conducted and supervised by the Electoral Commission.

### 4. Counting and Declaration of Results

- Votes shall be counted transparently.
- Results shall be declared immediately after counting.

### 5. Winning Criteria

- A candidate shall be declared winner by simple majority.
- Where there is only one candidate, the candidate must obtain at least 50% + 1 of valid votes.

### 6. Run-off Elections

- In the event of a tie, a run-off election shall be conducted.
- Only the tied candidates shall participate.

## **ARTICLE 47: ELECTORAL DISPUTES AND PETITIONS**

### 1. Right to Challenge Results

Any candidate or member may challenge election results.

### 2. Filing of Petition

- Petitions shall be submitted in writing to the Judicial Council within 48 hours after declaration of results.
- The petition shall state:
  - Grounds of complaint
  - Evidence
  - Relief sought

### 3. Hearing of Petition

The Judicial Council shall:

- Hear and determine the petition within 5 days.
- Ensure fair hearing for all parties.

### 4. Decision

The decision of the Judicial Council shall be final and binding.

## **ARTICLE 48: BYE-ELECTIONS**

### **1. Occurrence of Vacancy**

A bye-election shall be conducted where:

- An office becomes vacant due to resignation, death, or removal.

### **2. Timeline**

Bye-elections shall be held within 21 days after the vacancy occurs.

### **3. Eligibility**

All provisions relating to eligibility and nomination shall apply.

## **CHAPTER FIFTEEN**

### **EDUCATIONAL QUALIFICATION**

## **ARTICLE 48: QUALIFICATION REQUIREMENTS FOR EXECUTIVE**

### **1. Specific Qualification Requirements**

#### **(A) President**

A candidate for President shall:

1. Possess at least a First Degree from a recognized institution.
2. Have proven leadership experience (at least one year in a leadership or organizational role).
3. Demonstrate strategic thinking, vision, and decision-making ability.
4. Have strong communication, negotiation, and interpersonal skills.
5. Be capable of representing the Foundation at national and international levels.
6. Be of high integrity and unquestionable character.

#### **(B) Vice President**

A candidate for Vice President shall:

1. Possess at least a Diploma or First Degree.
2. Have experience in leadership, coordination, or committee work.
3. Demonstrate ability to support executive functions effectively.
4. Possess strong organizational and problem-solving skills.

**(C) Secretary**

A candidate for Secretary shall:

1. Possess at least a A – Level or Diploma or First Degree, preferably in Administration, Communication, or related field.
2. Have strong writing, documentation, and record-keeping skills.
3. Be proficient in basic computer applications (e.g., Word, Excel).
4. Demonstrate good organizational and communication skills.

**(D) Treasurer**

A candidate for Treasurer shall:

1. Possess at least a First Degree in Accounting, Auditing, Finance, or a related field from a recognized institution.

**OR**

2. Be a student or member of a recognized professional accounting body (such as ICAG, ACCA, CIMA, CPA, or equivalent) and must have attained at least Level II or its equivalent stage.
3. Demonstrate strong financial management, bookkeeping, and reporting skills.
4. Be a person of proven integrity, honesty, and accountability.
5. Not have any history of financial misconduct or mismanagement.

### **(E) Organizing Secretary**

A candidate shall:

1. Possess at least a SHS or Diploma or equivalent qualification.
2. Demonstrate strong organizational, planning, and coordination skills.
3. Have experience in event planning or project coordination.
4. Be capable of mobilizing members and managing logistics effectively.

### **(F) Deputy Organising Secretary**

A candidate shall:

1. Possess at least a SHS or Diploma or equivalent qualification.
2. Demonstrate strong organizational, planning, and coordination skills.
3. Have experience in event planning or project coordination.
4. Be capable of mobilizing members and managing logistics effectively.

## **2. Disqualification**

A person shall not qualify to contest if that person:

- (a) Has been removed from any office for misconduct.
- (b) Has misappropriated funds or engaged in fraud.
- (c) Has been found guilty of acts that bring the Foundation into disrepute.
- (d) Is of unsound mind.
- (e) Fails to meet any of the requirements stated above.

## **3. Verification of Qualification**

1. The Electoral Commission, in collaboration with the Vetting Committee, shall:
  - (a) Verify all qualifications submitted by candidates.
  - (b) Request supporting documents where necessary.
  - (c) Disqualify any candidate who fails to meet the requirements.

2. Submission of false information shall result in automatic disqualification.

## **CHAPTER FIFTEEN**

### **DISCIPLINE, REMOVAL AND IMPEACHMENT**

#### **ARTICLE 49: GROUNDS FOR DISCIPLINARY ACTION**

Any officer or member may be sanctioned for:

- Misconduct
- Abuse of office
- Financial mismanagement
- Gross negligence
- Acts that bring the Foundation into disrepute

#### **ARTICLE 50: DISCIPLINARY PROCEDURES**

1. A complaint shall be submitted in writing to the Judicial Council.
2. The accused shall be given:
  - Fair hearing
  - Opportunity to defend themselves
3. The Judicial Council shall investigate and make a determination.

#### **ARTICLE 51: SUSPENSION**

1. An officer may be suspended pending investigation.
2. Suspension shall be approved by the Senate upon recommendation of the Judicial Council.

## **ARTICLE 52: REMOVAL FROM OFFICE**

1. An officer may be removed if found guilty of misconduct.
2. Removal shall require:
  - Recommendation of the Judicial Council
  - Approval by two-thirds (2/3) of the Senate

## **ARTICLE 53: IMPEACHMENT PROCEEDINGS**

1. Any member may initiate impeachment by submitting a petition.
2. The petition shall:
  - State grounds
  - Provide evidence
3. A Special Committee may be formed to investigate.
4. An officer shall be impeached if:
  - Two-thirds (2/3) of Senate votes in favor.

## **ARTICLE 54: VOTE OF NO CONFIDENCE**

1. Members may initiate a vote of no confidence.
2. It shall:
  - Be supported by a required number of members.
  - Be reviewed by the Judicial Council.
3. If upheld, the officer shall be removed from office.

**CHAPTER SIXTEEN**  
**CODE OF CONDUCT AND ETHICS**

**ARTICLE 55: GENERAL CONDUCT**

All members shall:

- Act with integrity and honesty
- Promote peace and unity
- Avoid discrimination and conflict

**ARTICLE 56: CONFLICT OF INTEREST**

1. Members shall disclose any personal interest in decisions.
2. No member shall use their position for personal gain.

**CHAPTER SEVENTEEN**

**FINAL PROVISIONS**

**ARTICLE 57: AMENDMENTS**

1. This Constitution may be amended by a two-thirds (2/3) majority vote at Congress.

**ARTICLE 58: DISSOLUTION**

1. The Foundation may be dissolved by a two-thirds (2/3) majority vote.

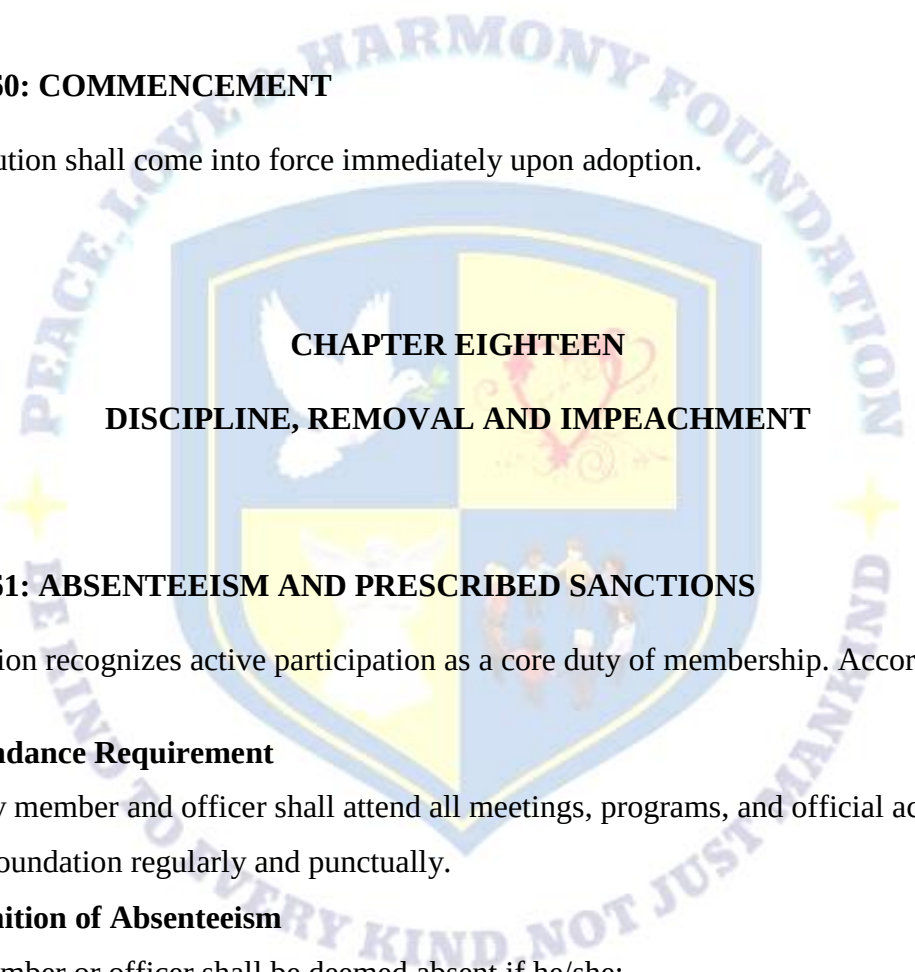
2. Assets shall be transferred to a similar non-profit organization.

## **ARTICLE 59: INTERPRETATION**

The Judicial Council shall have the final authority in interpreting this Constitution.

## **ARTICLE 60: COMMENCEMENT**

This Constitution shall come into force immediately upon adoption.



## **CHAPTER EIGHTEEN**

### **DISCIPLINE, REMOVAL AND IMPEACHMENT**

## **ARTICLE 61: ABSENTEEISM AND PRESCRIBED SANCTIONS**

The Foundation recognizes active participation as a core duty of membership. Accordingly:

### **1. Attendance Requirement**

Every member and officer shall attend all meetings, programs, and official activities of the Foundation regularly and punctually.

### **2. Definition of Absenteeism**

A member or officer shall be deemed absent if he/she:

- Fails to attend a meeting or activity without prior notice or reasonable excuse;
- Arrives late without justification;
- Repeatedly fails to participate in Foundation activities.

### **3. Excused Absence**

An absence shall be considered excused where:

- Prior notice is given to the Secretary or appropriate authority; or

- A valid reason is provided and accepted by the Executive Committee.

#### 4. **Attendance Records**

The Secretary shall maintain an accurate record of attendance for all meetings and activities of the Foundation.

#### 5. **Sanctions for Absenteeism**

A member or officer who absents himself/herself without valid excuse shall be subject to the following:

- (a) **First Absence:** Verbal or written warning;
- (b) **Second Absence:** Payment of a fine as determined by the Executive Committee;
- (c) **Third Absence:** Suspension from certain rights and privileges;
- (d) **Continued Absenteeism:** May result in disciplinary action including suspension or removal in accordance with this Constitution.

#### 6. **Special Provisions for Officers**

- Any officer who is absent for three (3) consecutive meetings without valid excuse shall be referred to the Judicial Council;
- Persistent absenteeism shall constitute grounds for removal from office.

#### 7. **Right of Appeal**

Any member or officer sanctioned under this Article may appeal to the Judicial Council within a reasonable period.

#### 8. **Determination of Fines**

The Executive Committee shall determine and periodically review fines, subject to approval by Congress.

#### 9. **Enforcement**

The Executive Committee, in collaboration with the Judicial Council, shall enforce this Article.

## **CHAPTER NINETEEN**

### **TENURE, OATH OF OFFICE AND PERFORMANCE EVALUATION**

#### **ARTICLE 62: OATH OF OFFICE**

All elected officers shall, before assuming office, take the Oath of Office:

“I solemnly swear that I will faithfully serve the Peace, Love and Harmony Foundation, uphold its Constitution, and discharge my duties with integrity, fairness, and dedication.”

#### **ARTICLE 63: TENURE AND TERM LIMITS OF OFFICERS**

1. Term of Office

All elected officers of the Foundation shall hold office for a period of two (2) years from the date of assumption of office.

2. Eligibility for Re-election

- (a) An officer shall be eligible for re-election for one additional term only.
- (b) No person shall hold the same office for more than two (2) consecutive terms.

3. Break in Service

A former officer may contest again for the same position after a break of at least one full term.

4. Continuity of Office

An officer shall continue to hold office until a successor is duly elected and sworn in.

5. Vacancy in Office

A vacancy shall occur if an officer:

- (a) Resigns.
- (b) Is removed from office.
- (c) Becomes incapacitated.
- (d) Dies.

6. Filling of Vacancy

Any vacancy shall be filled through a bye-election or appointment as prescribed by this Constitution within twenty-one (21) days.

## ARTICLE 64: OATH OF OFFICE

### 1. General Requirement

Every elected or appointed officer shall, before assuming office, take and subscribe to the Oath of Office administered by the Judicial Council.

#### (A) Presidential Oath

“I, ....., do solemnly swear (or affirm) that I will faithfully execute the office of President of the Peace, Love and Harmony Foundation. that I will uphold, preserve, protect and defend the Constitution of the Foundation. and that I will serve with integrity, fairness, and dedication. So help me God.”

#### (B) Vice Presidential Oath

“I, ....., do solemnly swear (or affirm) that I will faithfully assist the President and discharge my duties as Vice President of the Peace, Love and Harmony Foundation with honesty and commitment, and uphold the Constitution at all times. So help me God.”

#### (C) Executive Officers’ Oath (Secretary, Treasurer, Organizing Secretary)

“I, ....., do solemnly swear (or affirm) that I will faithfully perform the duties of my office in the Peace, Love and Harmony Foundation. that I will act in the best interest of the Foundation. and that I will uphold its Constitution and values. So help me God.”

#### (D) Judicial Council Oath

“I, ....., do solemnly swear (or affirm) that I will administer justice without fear or favor, affection or ill-will, and that I will uphold and interpret the Constitution of the Peace, Love and Harmony Foundation with fairness and integrity. So help me God.”

#### (E) Electoral Commission Oath

“I, ....., do solemnly swear (or affirm) that I will conduct free, fair, and transparent elections and discharge my duties impartially in accordance with the Constitution of the Peace, Love and Harmony Foundation. So help me God.”

### **ARTICLE 65: PERFORMANCE EVALUATION OF OFFICERS**

#### 1. Purpose

Performance evaluation shall ensure accountability, efficiency, and effectiveness in the management of the Foundation.

#### 2. Evaluation Authority

- (a) The Senate shall oversee the evaluation of the Executive Committee.
- (b) Committees shall be evaluated by the Executive Committee.
- (c) Independent review may be conducted where necessary.

#### 3. Frequency of Evaluation

Performance evaluation shall be conducted:

- (a) Mid-term (after one year).
- (b) End of term.

#### 4. Evaluation Criteria

Officers shall be assessed based on:

- (a) Leadership and effectiveness.
- (b) Implementation of programs and policies.
- (c) Financial accountability and transparency.

- (d) Attendance and participation in meetings.
- (e) Adherence to the Constitution and Code of Conduct.
- (f) Impact of initiatives and projects.

5. Performance Report

- (a) A written report shall be prepared after each evaluation.
- (b) The report shall be presented to Congress and made accessible to members.

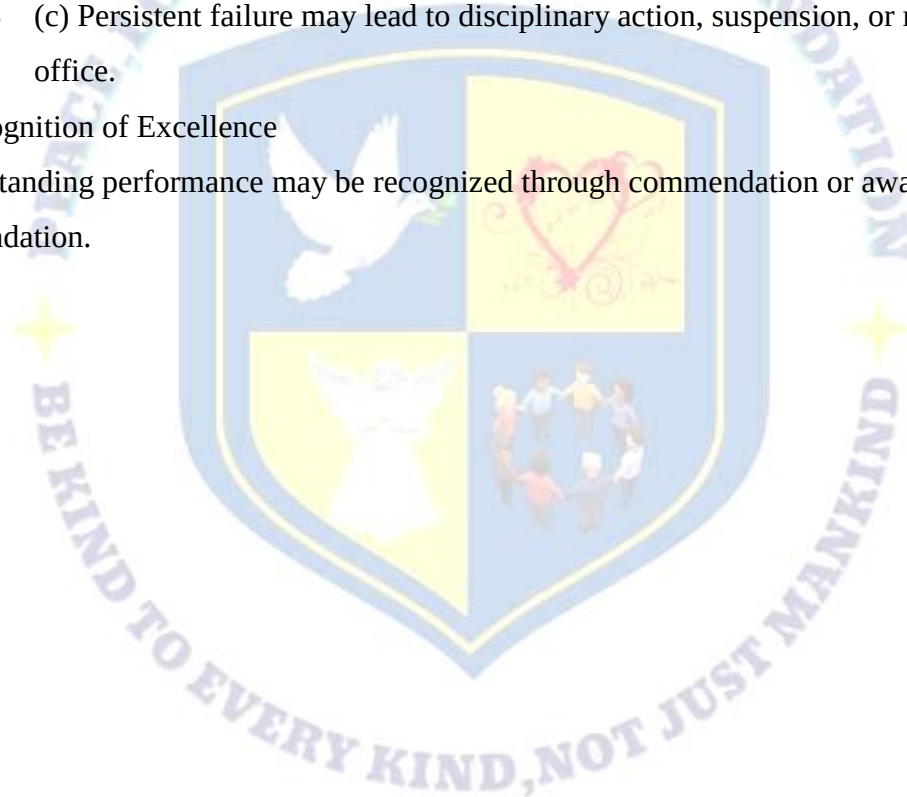
6. Consequences of Poor Performance

Where an officer is found to have performed unsatisfactorily:

- (a) A warning or corrective directive may be issued.
- (b) A performance improvement plan may be instituted.
- (c) Persistent failure may lead to disciplinary action, suspension, or removal from office.

7. Recognition of Excellence

Outstanding performance may be recognized through commendation or awards by the Foundation.



**PROMULGATION**

**Drafted by the Constitutional Review sub-committee -**

**SAMUEL ASARE  
CHAIRPERSON**

**Under the auspices of Special Reforms and Constitutional Review  
Commission**

-

**Submitted by:  
SAMUEL ASARE  
(CHAIRPERSON)**

**DATED THIS 17<sup>TH</sup> DAY OF MARCH, 2026**

**This Constitution was instituted by the 2025 PLHF under the  
leadership of H.E. EMMANUEL KIDRON GYENIAW, CHAIRMAN,  
Peace, Love, and Harmony Foundation.**

.....  
**EMMANUEL KIDRON GYENIAW  
(PRESIDENT OF PLHF)**

**PROMULGATED AT AN EXTRAORDINARY CONGRESS OF PLHF ON  
THE 22<sup>ND</sup> DAY OF MARCH, 2026.**