



# O.C.E. GRAND LODGE OF NIGERIA

THE GRAND LODGE OF THE ORDER OF THE CAPTAIN EXPERIENCE

BROTHERHOOD • SISTERHOOD • INTEGRITY • SERVICE • EXCELLENCE

## OFFICIAL CODE OF CONDUCT

DISCIPLINE • DIGNITY • ACCOUNTABILITY • RESPONSIBLE FELLOWSHIP

The **O.C.E. Code of Conduct** establishes the standards of behaviour expected of every prospective member, full member, officer, and leader of the Order. Membership requires discipline, mutual respect, integrity, accountability, and responsible representation of the O.C.E. Grand Lodge.

### 1. Respect and Dignity

Every member shall treat fellow members, officers, guests, prospective members, and members of the public with dignity and respect. Bullying, humiliation, harassment, intimidation, discrimination, or degrading treatment shall not be tolerated.

### 2. Brotherhood and Sisterhood

Members shall promote genuine brotherhood and sisterhood through unity, cooperation, mentorship, encouragement, peaceful interaction, and reasonable support for one another.

### 3. Integrity and Honesty

Members must conduct themselves honestly. Fraud, theft, deliberate deception, impersonation, forgery, misappropriation of Lodge resources, or exploitation of another member is prohibited.

### 4. Respect for Leadership

Members shall respect the established leadership and administrative structure of O.C.E. Officers must equally exercise authority responsibly, fairly, and within the powers granted to their offices.

### 5. Obedience to the Constitution

Members shall comply with the Constitution, approved regulations, lawful directives, administrative procedures, and legitimate decisions of the Grand Lodge.

### 6. Responsible Communication

Members shall communicate respectfully. Threats, abusive language, malicious accusations, deliberate misinformation, unnecessary public disputes, and communications intended to damage the reputation of another member or the Order are prohibited.

### 7. Confidentiality

Legitimate members-only administrative, ceremonial, membership, and internal matters designated as confidential shall be protected from unauthorized disclosure. **Confidentiality shall never be used to conceal criminal activity, abuse, harassment, financial misconduct, or other unlawful behaviour, or to prevent lawful reporting to appropriate authorities.**

### 8. Non-Violence and Personal Safety

Violence, physical intimidation, dangerous initiation practices, forced physical activity, hazing, assault, or threats of harm have no place within O.C.E. Activities of the Order must respect the safety and dignity of participants.

### 9. Voluntary Participation

Membership and participation in O.C.E. activities shall be voluntary. No person shall be threatened, coerced, blackmailed, deceived, or subjected to degrading treatment as a condition of membership or advancement.



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## 10. Responsible Use of O.C.E. Identity

The O.C.E. name, logo, insignia, uniform, titles, certificates, identification materials, letterheads, social-media platforms, and other official property shall not be used without proper authorization or for fraudulent or unauthorized personal purposes.

## 11. Financial Accountability

Money collected on behalf of O.C.E. must be properly authorized, recorded, accounted for, and used for its approved purpose. No officer or member shall personally divert Lodge funds or property.

## 12. No Unauthorized Representation

No member shall claim to speak officially for O.C.E., enter agreements, solicit funds, issue appointments, make public declarations, or establish partnerships in the name of the Order without appropriate authorization.

## 13. Responsible Social Conduct

Members attending O.C.E. dinners, hangouts, retreats, ceremonies, meetings, or other social activities shall behave responsibly and respect the venue, organizers, fellow members, guests, and applicable laws.

## 14. Protection Against Harassment

Sexual harassment, unwanted sexual advances, inappropriate touching, exploitation, coercion, or retaliation following rejection is strictly prohibited. Personal boundaries and consent must always be respected.

## 15. Political and Religious Neutrality

The Grand Lodge shall not be used as an instrument for partisan political campaigning or religious hostility. Individual members may hold personal beliefs and opinions while respecting the neutrality and diversity of the Order.

## 16. Conflict Resolution

Disputes between members should, where appropriate, be addressed through established Lodge procedures, mediation, or disciplinary channels. Serious or potentially criminal matters may be reported directly to the appropriate authorities.

## 17. Social Media and Public Conduct

Members shall avoid publishing confidential Lodge materials, unauthorized official statements, defamatory material, or content falsely presented as the official position of O.C.E.

## 18. Protection of Members' Property

Members shall respect the personal belongings, businesses, intellectual property, information, and financial interests of fellow members and the Order.

## 19. Attendance and Participation

Members should attend required meetings, briefings, ceremonies, community-service activities, and other official engagements applicable to their membership status, subject to reasonable personal circumstances.

## 20. Responsible Leadership

Every officer shall lead through service, fairness, discipline, accountability, and example. Office shall never be used to intimidate members, demand personal loyalty, obtain improper financial benefit, or settle personal disputes.

## 21. Compliance With the Law

O.C.E. and its members shall conduct Lodge activities in accordance with applicable Nigerian law. Membership does not place any person above the law.



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## 22. Disciplinary Responsibility

A member who violates this Code may be subject to a fair disciplinary process proportionate to the misconduct, including: **Verbal or written caution** → **Formal warning** → **Suspension** → **Removal from office** → **Termination of membership**, where appropriate. The affected member should ordinarily be informed of the allegation and given a reasonable opportunity to respond before a final disciplinary decision is reached.

## 23. Duty to Protect the Reputation of O.C.E.

Members shall conduct themselves in a manner that preserves the credibility, dignity, unity, and lawful reputation of the O.C.E. Grand Lodge of Nigeria.

## 24. Commitment to Excellence

Every member shall continually strive toward responsible leadership, personal development, service, discipline, professionalism, and excellence.

### O.C.E. MEMBER'S COMMITMENT

As a member of the O.C.E. Grand Lodge of Nigeria, I undertake to uphold the Constitution and Code of Conduct of the Order; respect my fellow members and officers; protect the legitimate interests and reputation of O.C.E.; conduct myself with integrity; and promote Brotherhood, Sisterhood, Service and Excellence.

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