



## **CODE OF PROFESSIONAL CONDUCT OF THE OUTSTANDING LEADERSHIP ACADEMY (TOLA)**

### **SECTION 1 — CORE LEADERSHIP VALUES**

Integrity  
Excellence  
Accountability  
Service  
Character  
Respect  
Influence

### **SECTION 2 — ETHICAL RESPONSIBILITIES**

#### **Members shall:**

1. Maintain honesty, fairness, and professionalism.
2. Protect confidentiality.
3. Avoid corruption, abuse of power, or unethical conduct.
4. Make impartial and responsible decisions.
5. Demonstrate empathy and respect.

### **SECTION 3 — PROFESSIONAL LEADERSHIP STANDARDS**

#### **Members must:**

1. Pursue continuous leadership growth.
2. Promote diversity, equity, and inclusion.
3. Support community and national development initiatives.

### **SECTION 4 — LEADERSHIP RELATIONSHIPS**

#### **Members shall:**

1. Treat all persons with dignity and respect.
2. Encourage collaboration and mentorship.
3. Avoid harassment or discrimination of any kind.

### **SECTION 5 — DISCIPLINARY ACTION**

Violations may result in:

Warning  
Suspension  
Membership reduction  
Expulsion

### **SECTION 6 — LEADERSHIP OATH**

“I pledge to uphold the values of THE OUTSTANDING LEADERSHIP ACADEMY.

I will lead with integrity, excellence, courage, and compassion.

I will use my influence to uplift others and transform society.

I will uphold honor, character, and responsibility.

So help me God.”