



**Integrity Starts
With Me**

Preface

The Ethics and Anti-corruption Commission (EACC) is mandated to fight against corruption through law enforcement, prevention and public education. The Commission educates and sensitises members of the public on ethics, integrity and anti-corruption. Through the Department of Education, the Commission has initiated several programmes in the formal institutions of learning in Kenya. These programmes include Adili/Integrity Clubs, integration of anti-corruption in the school curriculum and school outreach programmes aimed at giving integrity talks to students.

The Education sector is critical in the fight against corruption and therefore to the realization of Kenya Vision 2030. The moral focus of education is to train the youth to become leaders of integrity who will advocate for ethics, anti-corruption and character change in conformity with the Constitution of Kenya.

Introduction

This brochure deals with the virtue of integrity. The Ethics and Anti-Corruption Commission (EACC) promotes and upholds the virtue of integrity in the fight against corruption. This is because integrity is the foundation of good public service, good citizenship, good professional conduct and successful private life. Promoting the virtue of integrity is one way of fighting corruption.

What Is Integrity?

Integrity is the quality of:

- Being honest and morally upright.
- Having strong moral principles.
- Always behaving according to the moral principles that one believes in.
- Consistently doing the right thing, whether or not one is being watched.

Integrity is demonstrated by people who do the right thing, no matter what the circumstances may be. People have confidence and trust in a person who demonstrates integrity. This is because people of integrity do the right thing even when it is not easy for them. A person of integrity knows the difference between right and wrong and chooses to do the right thing. He/She is truthful, honest, fair, responsive, responsible and sincere.

Levels of Integrity

Integrity can be demonstrated at three levels. These are: personal, professional and institutional levels.

1. Personal integrity

This refers to personal commitment to qualities or virtues such as honesty, trustworthiness, goodness, loyalty, truthfulness, courage, impartiality, firmness, steadfastness and principled behaviour. Personal integrity is the foundation of all forms of integrity.

Character and traits of a person of integrity

A person of integrity:

- Tells the truth always
- Keeps time



- Does right even when there is no one to make him/her do it
- Is principled
- Avoids unethical conduct, behaviour or activities
- Takes a stand to do right
- Makes the best judgement at all times
- Respects self and others
- Is morally upright
- Consistently does right
- Exercises self control
- Makes sacrifices for self and others
- Says no to all forms of corruption.

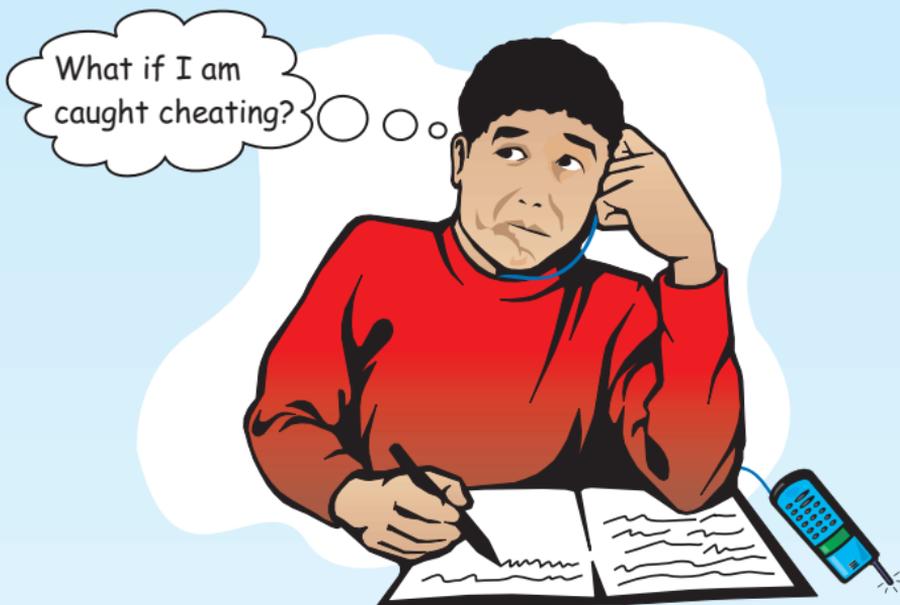


Character and traits of a person without integrity

A person without integrity is likely to:

- Be dishonest
- Cheat in examinations and continuous assessment tests
- Steal from other students, colleagues, members of the school and the community
- Lie to teachers, bosses, parents and peers
- Disobey rules, regulations and others in authority
- Destroy public or institutional property
- Indulge in drunkenness and drug abuse
- Bribe those in authority in order to get preferential treatment
- Display aggressive behaviour.





You lack integrity when you cheat

2. Professional integrity

This refers to adhering to the fundamental codes, goals and mission of one's profession. Professional integrity guides the conduct of its members as well as the organisation's relationship with the external world.

Professional integrity can be demonstrated by:

- Performing one's duties efficiently and honestly
- Maintaining public confidence in the integrity of one's office
- Observing official working hours
- Discharging responsibilities in a professional manner
- Carrying out one's duties in accordance with the rule of law
- Respecting the constitutional rights and freedoms of others
- Not using one's office to improperly enrich oneself

- Avoiding conflict of interest
- Not using one's office to solicit or collect money for “harambee”
- Observing political neutrality when serving members of the public
- Avoiding nepotism and favouritism
- Giving honest and impartial advice
- Paying all lawful taxes to the government
- Not sexually harassing members of the public or other officers
- Making appointments or promotions on the basis of integrity, competence and suitability
- Reporting improper orders or instructions given by superiors.



3. Institutional Integrity

Institutional integrity refers to the completeness and soundness of objectives, programmes, structures, systems, processes, procedures and codes of an institution. Institutional integrity makes an institution accountable, transparent, respectable, predictable, and consistent. Institutional integrity enables institutions to carry out their mandates in an ethical way.

Characteristics of an institution of integrity:

Institutions of integrity:

- Do the right thing even if there are no apparent rewards or penalties for doing so, and even if no one seems to be watching
- Have clearly defined goals, objectives, policies and procedures of doing their work
- Have institutional values that guide the behaviour of staff
- Work in accordance with the laws
- Have and enforce their codes of conduct
- Have and enforce rules and regulations that govern staff conduct
- Follow laid down work procedures
- Embrace best practices in institutional policies and procedures
- Demonstrate internal consistency between stated values, policies, procedures and actions
- Allocate resources according to priorities that are consistent with the values espoused by the institution
- Recognise and provide for a balance between rights and responsibilities for all members
- Treat staff fairly and equitably
- Are open and accountable in decision making and allocation of resources
- Are aware of their responsibility to the public
- Are continually self-monitoring to ensure ongoing integrity.

EXAMPLES OF CORPORATE VALUES:

- **Team Work**
- **Integrity**
- **Respect**
- **Honesty**
- **Dedication**

Virtues related to Integrity



Importance of Integrity

- Integrity builds trust, character and a solid credible reputation
- Integrity facilitates high standards in behaviour at work, school and all spheres of life
- People of integrity effectively participate in nation building
- People of integrity contribute to the success of their society.

Remember:

1. The man of integrity walks securely, but he who takes crooked paths will be found out - Bible Proverb 10:9
2. Laws control the lesser man, integrity controls the greater one - Anonymous

“ Stand up for what is right even if
you are standing alone ”
- Anonymous



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