

## **Kasarani TVC's Adherence to Article 10 of the Constitution**

### **1. Patriotism:** We demonstrate patriotism by:

- ✓ Implementing, promoting, and building Kenyan products.
- ✓ Promoting the Big Four Agenda in our core mandate.
- ✓ Offering exemplary service and delivering on the organization's mandate and objectives.

### **2. National Unity:** We deliberately work with others in pursuit of common goals by:

- ✓ Implementing conflict management and resolution strategies.
- ✓ Undertaking diversity training to enhance cultural and ethnic inclusiveness.
- ✓ Implementing programs that promote interaction and inclusion among existing diverse groups, such as co-curricular activities.

### **3. Sharing and devolution of power**

- ✓ Admitting sponsored trainees from different counties.

### **4. The rule of law:** We adhere to the rule of law by:

- ✓ Being accountable and abiding by the law of Kenya (the Constitution of Kenya).
- ✓ Enforcing existing legal and policy frameworks. e.g., acts and regulations.
- ✓ Adhering to the administrative procedures, policies, and regulations.

### **5. Democracy and participation of the people:** We exercise democracy and participation of the people by:

- ✓ Involving staff and trainees in decision-making to ensure ownership, especially of new policies and the trainee welfare constitution.
- ✓ Establishing mechanisms to enhance staff and trainee participation and involvement in planning, delivery, and evaluation of work performance.
- ✓ Support freedom of speech and freedom of information.

### **6. Human Dignity:** We honor and respect other individuals, and this is demonstrated in:

- ✓ Undertaking gender and disability mainstreaming.
- ✓ Undertaking programs on drug and alcohol abuse.
- ✓ Enhance responsiveness to special needs.
- ✓ Put in place mechanisms (policies and regulations) for the fair distribution of entitlements.
- ✓ Establishing an effective customer service desk for clients.

- 7. Equity:** We are fair and impartial because we treat people the same.
- ✓ Implementing affirmative actions to support the vulnerable.
  - ✓ Implement the AGPO.
  - ✓ Undertake gender and disability mainstreaming.
  - ✓ Promoting fairness in service delivery and other opportunities for Kenyans.
- 8. Social justice:** promote fair access to wealth, opportunities, and privileges within society by:
- ✓ Establishing mechanisms to ensure access to services and opportunities for all Kenyans.
  - ✓ Ensuring trainee participation in decision-making through departmental assemblies, etc.
  - ✓ Implementing corporate social responsibility programs to address the needs of the Kamulu Community.
- 9. Inclusiveness:** We create a sense of belonging among people of underrepresented identities by:
- ✓ Affording all people an opportunity to participate in activities, including decision-making.
- 10. Equality:** we treat everyone with equal measures irrespective of their status, such as gender, religion, social class, tribe, or race. This is achieved by:
- ✓ Affording all staff members equal opportunities for career development and progression.
  - ✓ Establishing mechanisms that will guarantee similar treatment before the law.
  - ✓ Identifying and tackling indirect discrimination, e.g., a gender mainstreaming committee with only female members, is unacceptable.
  - ✓ Applying rules and regulations equally to all stakeholders.
- 11. Human Rights:** We ensure all people enjoy their God-given rights.
- ✓ Developing policies and procedures that promote the rights and wellbeing of Kenyans.
  - ✓ Creating awareness about the Bill of Rights.
- 12. Non-discrimination:** We promote fair and unprejudiced treatment of different people by:
- ✓ Disability and gender mainstreaming.
  - ✓ Implementing diversity management programs in sports, clubs, societies, etc.
  - ✓ Establishing non-discrimination frameworks.
- 13. Protection of the marginalized:** We safeguard the livelihood of the marginalized by:

- ✓ Implementing affirmative action such as bursaries that give advantage to marginalized groups, especially in education.

- ✓ Enacting and implementing laws that protect marginalized people.

**14. Good governance:** Having systems and structures that promote service delivery is realized by:

- ✓ Achieving set performance objectives.

- ✓ Implementing strategies to ensure better management of financial and non-financial resources.

- ✓ Undertaking monitoring and evaluation of programs and activities to improve quality standards.

- ✓ Undertaking periodic risk analysis and management.

- ✓ Installation of an MIS system to improve service delivery.

- ✓ Develop and implement policies and procedures for KTVC.

**15. Integrity:** We consistently aim to do what is right, no matter the circumstances, by:

- ✓ Enforcing the Public Procurement and Asset Disposal Act, 2015, and the Public Financial Management Act, 2015.

- ✓ Conducting integrity training.

- ✓ Undertaking periodic financial and system audits.

- ✓ Implementing the Public Officer Ethics Act, 2003, e.g., complying with the wealth declaration guidelines, 2009.

**16. Transparency and accountability:** we share information and act in an open manner because we:

- ✓ Have established an interactive and updated website.

- ✓ Undertaking financial and system audits.

- ✓ Automating processes and procedures.

- ✓ Adherence to the Access to Information Act, 2016.

- ✓ Enhancing capacity under the Public Financial Management Act, 2015.

- ✓ Establishing a monitoring and evaluation system.

- ✓ Participatory budgeting process.

**17. Sustainable development:** We avoid compromising the needs of future generations by:

- ✓ Implementing affordable and clean energy.

- ✓ Implementing decent work and economic growth.
- ✓ Implementing climate action by planting trees.
- ✓ Establishing strong departments.
- ✓ Establishing partnerships to achieve our goal e.g KCB Bank, Equity Bank in National Tree Growing Restoration Campaign.