



PASO Governance, Teams and Role Separation Framework

Cadre de gouvernance, branches, equipes et separation des fonctions

Version: public-safe institutional framework - no personal names disclosed

PASO is a decentralised organisation and public-intelligence observatory dedicated to African sovereignty, population protection, evidence-gated documentation and lawful action. Its authority does not come from a state, a party or a private sponsor. Its power is in the people: citizens, communities, researchers, lawyers, journalists, diaspora networks and protected contributors who document, verify and act lawfully when formal institutions fail to protect.

PASO exists to fill the protection gap left when official continental or state institutions are unwilling, unable or too slow to protect communities, preserve evidence, expose capture, and support lawful accountability. It does not replace courts, parliaments or the African Union. It does the work they were meant to enable: helping the people see, document, verify, correct and protect themselves through structured public evidence and safe protected channels.

Mission statement

To build a decentralised, evidence-gated and people-powered observatory that identifies sovereignty risks, protects populations, separates fact from allegation, supports lawful accountability, preserves public evidence, and enables communities to act before harm becomes irreversible.

Institutional discipline

- No names are attached to roles in this governance document. Confidentiality protects contributors, reviewers and communities.
- Public pages use public, verifiable and redacted information only.
- Protected witnesses, sealed evidence, exact sensitive locations and confidential contributors are never disclosed publicly.
- Every high-risk dossier must separate facts, public sources, allegations, analysis, requested actions, right of reply and protected evidence.



1. Methodology and public-interest doctrine

PASO follows an evidence-gated method. Public visibility is not the same as legal guilt, and public concern is not the same as final judgment. The method asks whether public facts, repeated patterns, source quality, institutional omissions and legal thresholds are sufficient to justify public awareness, correction, evidence preservation, independent investigation, parliamentary review, court action, or international referral.

Core separation of categories

Category	Meaning	Public handling
Established public fact	A fact supported by accessible public records, official statements, court documents, reports, budgets, treaties, published articles or other verifiable sources.	May be cited publicly with source link or bibliographic reference.
Public allegation	A claim reported publicly but disputed, incomplete, or not yet proven.	Must be labelled as allegation, not conclusion. Right of reply remains open.
Corroborated pattern	Repeated conduct supported by multiple public or protected indicators across time, place, mechanism or actor type.	May support risk scoring, inquiry threshold, and evidence preservation.
Protected evidence	Witness names, survivor details, exact sensitive locations, internal documents, medical/security evidence, sealed testimony or non-public files.	Never public. Legal/protection review only.
Legal finding	A decision, official finding, court ruling, commission report or competent institutional determination.	May be cited as finding, subject to appeal/status.

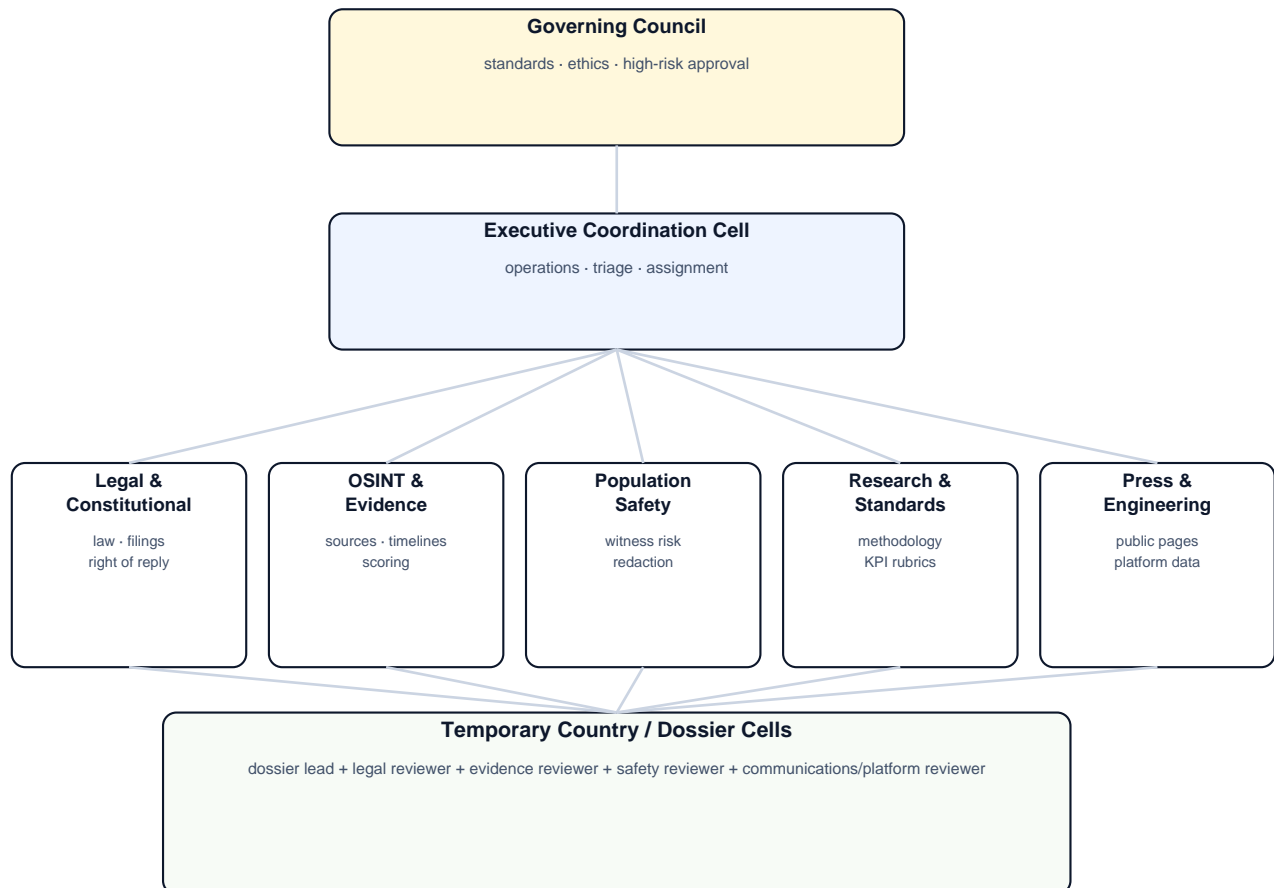
Methodological rule

PASO never treats silence as tacit acceptance. Absence of response is documented only as part of public-interest follow-up. Scores change through source-linked evidence, reviewer approval, correction pathway and documented update, not popularity, pressure or factional alignment.



2. Governance levels

PASO uses a lean structure that separates strategy, operations, evidence, legal review, source protection, publication and technical implementation. This is designed to reduce capture, prevent reckless publication, and make every public dossier reviewable.



Levels and purpose

Level	Body	Purpose	Limits
L1	General community and public readers	Read, verify, share public sources, submit corrections, propose public evidence.	No access to protected evidence.
L2	Contributors	Provide public leads, public links, translations, technical issues, community context.	Cannot approve adverse publication.
L3	Reviewers	Review evidence, methodology, legal framing, source quality, correction requests.	Cannot review their own conflict-of-interest dossier.
L4	Team Leads	Coordinate legal, OSINT, safety, research, press and engineering branches.	Cannot unilaterally approve high-risk adverse dossiers.
L5	Executive Coordination Cell	Daily triage, assignments, escalations, deadlines, safe publication control.	Subject to Council standards and protection veto.



PASO - Pan-African Sovereign & Strategic Observatory

Observatoire panafricain de souverainete, de protection des populations et d'intelligence publique decentralisee

Documenter. Verifier. Proteger. Corriger. Agir legalement.

Level	Body	Purpose	Limits
L6	Governing Council	Approves doctrine, high-risk submissions, major partnerships, escalation to courts/UN/AU/ICC.	Does not handle raw protected evidence unless specifically authorized.



3. Core branches and teams

Each branch has a clear mandate. Some members may initially serve in more than one function, but high-risk decisions must still separate collection, analysis, legal review, source protection, publication and technical implementation.

Branch / team	Mission	Typical outputs	Cannot do alone
Legal & Constitutional Team	Translate dossiers into lawful action, legal thresholds, court/UN/AU/ICC routes, right-of-reply and admissibility review.	Legal memos, saisines, admissibility notes, right-of-reply records.	Cannot collect protected evidence without safety protocol or publish adverse findings alone.
Intelligence, OSINT & Evidence Team	Collect and structure public evidence, timelines, actors, patterns, state profiles, contradiction maps and evidence scores.	Evidence matrix, source register, chronology, public-source dossiers.	Cannot make legal findings or publish final accusations.
Population Safety & Source Protection Team	Protect witnesses, survivors, contributors and communities before documents. Control redaction, safe intake and sealed annexes.	Risk triage, redaction checklist, source-protection protocol, safety notices.	Cannot be overridden for convenience when publication creates exposure risk.
Research, Methodology & Standards Team	Define scoring rubrics, KPI thresholds, methodology, bibliographies, peer review and analytical doctrine.	Methodology notes, scoring guides, reviewer standards, thematic reports.	Cannot publish operational allegations without evidence/legal review.
Press, Public Communication & Right-of-Reply Team	Communicate public versions clearly, non-defamatorily and accessibly; manage press, corrections and public education.	Press releases, Q&A, one-page briefs, correction logs, social text.	Cannot expose protected evidence or rewrite legal uncertainty as proven guilt.
Engineering, Data & Platform Team	Maintain the public site, JSON exports, dashboards, metadata stripping, access controls, backup and platform safety.	Static site, public API, dashboards, archive logs, security reports.	Cannot decide adverse scoring or legal qualification.
Implementation & Follow-up Team	Track action items, institutional responses, deadlines, hard-copy filings, public follow-up and correction implementation.	Action calendar, proof-of-transmission logs, response register.	Cannot alter evidence or suppress correction requests.



4. Role catalogue - no personal names disclosed

PASO uses role-based signatures and internal assignments. Public documents should identify function, mandate and responsibility without exposing private individuals, protected reviewers or source handlers.

Role	Function	Public signature use
Authorised Public-Interest Documentation Officer	Signs public notices, sanitized evidence summaries and documentation letters where no protected annex is exposed.	Yes, for public communications.
Legal and Constitutional Review Coordinator	Coordinates legal review, filings, admissibility analysis and institutional submissions.	Yes, for legal transmissions when authorized.
Evidence and OSINT Review Coordinator	Validates public-source matrix, timelines, contradictions and evidence classifications.	Usually internal or attached in methodology notes.
Population Safety and Source Protection Coordinator	Controls redaction, witness exposure risk and sealed annex access.	Rarely public; role may be referenced without name.
Research and Methodology Coordinator	Maintains scoring rubrics, KPI definitions, review standards and source hierarchy.	Yes, for methodology publications.
Press and Public Communication Coordinator	Handles public notices, media packages, corrections and right-of-reply communications.	Yes, for press outreach.
Engineering and Data Coordinator	Maintains public platform, export logic, metadata cleaning and public JSON schemas.	Usually internal; can sign technical notes.
Dossier Lead	Coordinates a country/thematic dossier cell and ensures review gates are followed.	Usually internal; public only if safe.



5. Separation of duties and dossier workflow

The core protection against error, manipulation and capture is separation of duties. Investigation, collection, curation, analysis, legal advice, publication, technical implementation and follow-up must be traceable and separated. Members may hold multiple temporary roles at launch, but no high-risk dossier is valid unless review gates are respected.



Separation of duties: no single role collects, validates, legally qualifies, approves and publishes a high-risk dossier alone.

Function	Allowed	Forbidden / conflict risk
Intake	Receive public leads, correction requests and protected signals; classify initial risk.	Do not publish or validate a claim at intake stage.
Data collection	Collect public sources, dates, documents, links, reports and official statements.	Do not alter source meaning or convert allegation into finding.
Curation	Deduplicate, label, classify and organize evidence; maintain source register.	Do not suppress inconvenient sources or counter-evidence.
Analysis	Identify patterns, mechanisms, risks, KPIs and thresholds.	Do not give legal advice or final guilt language.
Legal advice	Assess admissibility, jurisdiction, legal thresholds, wording risk and procedural route.	Do not control evidence scoring alone or expose protected sources.
Implementation	File, transmit, publish sanitized pages, track responses and corrections.	Do not change the substantive record without reviewer approval.



6. Decision rules, votes and escalation levels

As PASO adds members, decision-making must be formal enough to prevent arbitrary publication, factional capture or hidden vetoes. Voting is used to approve governance, escalation and public-risk posture. Voting never overrides source-protection safeguards.

Decision level	Decision type	Approval rule	Safeguards
D0	Low-risk public education, methodology, glossary, neutral resources.	Relevant team lead.	Correction pathway open.
D1	Public dossier without severe adverse naming.	Dossier Lead + Evidence reviewer + Methodology reviewer.	Legal check when risks exist.
D2	High-risk adverse profile naming leader, state, company, military actor or serious allegations.	Executive Coordination + Legal + Evidence + Safety approval.	Right-of-reply and correction route mandatory.
D3	Court, UN, AU, ICC or parliamentary submission.	Governing Council or delegated legal committee.	Public version and sealed-annex strategy required.
D4	Protected witness, sealed evidence or high-risk safety issue.	Population Safety + Legal only.	Protection veto cannot be overruled by popularity vote.

Voting rules

- Governance amendments: simple majority of voting members, unless they affect source protection, evidence integrity or legal risk.
- High-risk public dossiers: qualified review approval; at least one legal reviewer and one safety reviewer must clear the publication.
- Recusal: any member with family, financial, political, institutional or personal conflict does not vote on that dossier.
- Protection veto: the Source Protection function may block publication of protected details even when a majority wants publication.
- Emergency action: Executive Coordination may issue a temporary hold, correction, takedown or safety warning pending full review.



7. Confidentiality, safety and access control

PASO must be visible enough to mobilize public accountability and private enough to protect contributors. The public layer must never become a trap for witnesses, survivors or vulnerable communities.

Information class	Examples	Access	Handling rule
Public	Public reports, official documents, public statements, published links, open-source datasets.	Public website and public JSON.	Cite, archive and keep correction pathway open.
Restricted internal	Draft notes, review comments, non-sensitive assignment logs.	Relevant PASO members only.	No external forwarding without approval.
Protected	Witness names, sensitive locations, private screenshots, survivor details, medical/security info.	Legal + Source Protection only.	Never public; sealed annex only.
Sealed/high-risk	Material that could endanger life, liberty, source identity or evidence integrity.	Need-to-know legal/protection chain.	No email/public cloud without approved channel.

Minimum safeguards

- Use public evidence for public pages; do not upload protected files to public forms.
- Strip metadata from public PDFs before release.
- Use role-based signatures for sensitive communications.
- Keep a transmission log for court, press and institutional emails.
- Never expose BCC lists, witnesses, reviewers or protected contributors.
- Use public correction registers for public disputes; use protected channels for high-risk evidence.



8. Lean implementation roadmap

PASO can begin with a lean structure. It does not need a large bureaucracy. It needs clear roles, evidence discipline, source protection, public correction and review gates. As the membership grows, the same structure can separate duties more formally.

Phase	Timeframe	Deliverables
Launch governance	Immediate	Adopt this framework, role-based signatures, public methodology, correction center, source-protection baseline.
Dossier discipline	0-30 days	Evidence matrices, scoring thresholds, review gates, public/redacted templates, sealed-annex protocol.
Member onboarding	30-60 days	Contributor categories, conflict-of-interest declaration, reviewer training, voting register.
Institutional actions	60-90 days	Court/UN/AU submission playbooks, press protocol, public response tracking, correction register.
Scaling	90+ days	Country cells, thematic cells, data dashboards, reviewer network, protected evidence partnerships.

Immediate minimal staffing model

- Executive Coordinator
- Legal & Constitutional Lead
- Evidence / OSINT Lead
- Population Safety & Source Protection Lead
- Research / Methodology Lead
- Press / Public Communication Lead
- Engineering / Data Lead

This seven-role structure is sufficient to operate safely at launch. The roles may initially be held by a small number of trusted persons, but high-risk approval must still separate legal review, evidence review and source-protection review.

For PASO,

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