

DRAFTRESOLVING PROBLEMS OF DISCIPLINE.GUIDING PRINCIPLES:-

Discipline is essentially a political matter, reflecting the degree of consciousness of the members, the correct functioning of the organisation's structures and the employment of ^{proper} styles of work.

Responsibility for maintaining discipline belongs to the whole membership, and wherever possible, the general membership should be drawn into the process of resolving problems.

It is the duty of all members to report breaches of discipline, to participate in the process of their resolution, and to support decisions taken.

Disciplinary procedures should be regarded as a last resort to be used only when all other political methods have failed or are clearly inadequate. However, once they are embarked upon, they must be retreated with seriousness and their results respected by the full membership.

The proceedings themselves must be manifestly just and form part of a process of constantly raising the political consciousness and dedication of the membership.

CLASSIFICATION OF VIOLATIONS:-A: OFFENCES.

Grave Violations: These are serious breaches of the principles of the organisation that threaten its very existence and basic policies. If they take the form of political factionalism and abuse of the proper processes of the organisation, they can be dealt with purely by political means by the leading organs of the organisation (as happened in the case of the Gang of Eight). If, however, they involve contact with the

enemy and threats to the physical safety of the leadership, they are to be treated as questions subjected to revolutionary justice, to be adjudicated on by a special organ with special procedures and punishments, subjected to political control by the President and the N.E.C.

SERIOUS BREACHES OF THE CRIMINAL LAW OF THE HOST COUNTRY.

Cases of robbery, assault, rape, racketeering, etc. in which the victims are citizens of the host country, should be dealt with by the police and courts of that country, who should feel at all times that our organisation knows how to distinguish between freedom-fighters and gangsters. Similarly, in cases of drunken or reckless driving, we should cooperate with the police and not seek to cover-up for guilty comrades.

SERIOUS OFFENCES AGAINST FELLOW MEMBERS OF THE ORGANISATION:

Knife attacks, violent assaults on women and other serious forms of anti-social contact in which members of the organisation are the victims, should be evaluated by the units, residences etc. involved, who should make appropriate reports to the RPC, who normally should hand the matter over to the local police for the law to take its course.

ABUSE OF OFFICE:

Using ones position in the organisation to obtain undue personal advantage, such as sexual favours, money bribes, or going in for racketeering, shall be treated as serious violations of the norms of the organisation, leading to suspension, removal, or expulsion from the organisation or from particular functions, the matter falling within the competence of the organ responsible for the appointment of the person concerned and to whom he

or she is answerable. The same procedure is to be used in the case of extreme arrogance, laziness, or manifest incompetence. The person concerned should always have the chance to answer the allegations, and wherever possible persons who have worked with him or her or had regular contact should be drawn into giving their views. The hearings should be as public as possible within the organisation so as to prevent any suspicions of cover-up or protecting 'old pals'.

B. BREACHES OF DISCIPLINE.

Any conduct which hampers the smooth functioning of the organisation or brings it into disrepute can be cause for disciplinary action. There can be no closed list of this kind of behaviour, but it would include such breaches of the norms of the organisation as:

Factionalism, intrigue and rumour-mongering;

Unnecessarily putting life or property at risk;

Drunkenness in public places or while carrying out duties;

Actions calculated to prejudice relations with the host country or organisations;

Gross negligence and carelessness in the carrying out of tasks, or any unjustified failure to perform duties;

Disrespectful behaviour towards other comrades;

Lack of respect for the structures and leadership of the organisation.

If such actions are performed in collusion with the enemy or with intent to weaken the organisation or deviate it from its principles, they pass from being disciplinary breaches to being offences. If they are manifest mere bad behaviour or lack of proper comradeship, they should be treated as disciplinary matters subject to the procedures outlined in the following section.

DISCIPLINARY PROCEDURES.

Wherever possible, disciplinary questions should be treated as questions of political consciousness to be resolved by frank and comradely discussion without any special disciplinary procedures being applied. In the case of persistence violations, however, or even a single serious breach, disciplinary procedures should be instituted. Essentially these procedures shall be applied by the body or structure most directly affected, whether a unit, or a residence, or a committee. Every attempt should be made to resolve the matter without referring it to other bodies, but if the breach is a grave one, with actual or potential repercussions in the whole Region, or if the misconduct is repeated despite persistent attempts to have it corrected, it should be referred to the RCP Committee of Discipline.

Committee of Discipline.

The Committee shall consist of five persons chosen from the membership in the Region. Three of these members will constitute a functioning body empowered to make findings and take decisions.

The Committee will be elected by members of the broad RPC as soon as is possible after the election of RPC office holders, and their names shall be confirmed by the Chief Representative. The members shall be chosen on the basis of their dedication to the work of the organisation, their political consciousness and moral integrity. Where possible they should be drawn from the full range of members in terms of age, sex experience, cultural background etc but while acting as members they shall not do so as representative of this or that group, but in the name of the RPC as a whole.

Hearings
~~hearings~~, The members shall choose from amongst their numbers a Convenor
~~Governor~~, whose task it will be to constitute Hearings consisting of at least three members. The Convenor ~~Governor~~ will be responsible for ensuring that proper records are kept and for maintaining liaison

with the RPC and the Chief Representative.

Hearings will be normally be conducted in the presence of the general membership, who will be invited to participate actively in the proceedings with a view to arriving at a just result. The final decision, however, will be that of the Co-Committee Members, taking into account all the information laid before them including the opinions of the membership, the conduct of the person subject to the Hearing, and any other matter deemed to be relevant.

The Hearing shall be conducted in a calm and dignified manner, in an atmosphere of seriousness and comradeship. The Hearing Members shall choose amongst themselves a Presiding Officer whose task it will be to establish a correct tone in which the truth of disputed facts can be more easily arrived at and a just result obtained. The Presiding Officer will, after consulting his or her colleagues, announce at the beginning of the Hearing the nature of the allegations and the procedure to be followed, which will normally consist of hearing first the complaint and then any reply the subject of the Hearing might wish to make. Where possible, Hearings should be completed in one session, with maximum participation of all present both in relation to the facts and any proposed decision. The Hearing should be conducted with a certain solemnity, but without being unduly pompous or technical. The principle of free speech should be adhered to, but demagogic speechmaking should not be permitted.

The subject of the Hearing should be treated with courtesy, and encourage to take an active part in the proceeding. The Presiding Officer and other Members of the Hearing shall give him or her all necessary assistance in making his or her reply or comments.

Findings and Decision

Where possible, the Decision shall be arrived at by consensus of all the Hearing Members, but if this cannot be arrived at, a majority view will prevail. All Decision shall be communicated to the Chief Representative in the form of a written statement setting out a brief summary of relevant facts and the basis of the Decision.

The subject of the Hearing shall be entitled to annex written observations. No Decision shall be implemented until it has been confirmed by the Chief Representative, who shall be empowered to confirm or send it back for further hearing, either by the same Members or others. Decisions shall be communicated to the Secretary-General.

The findings shall state first whether or not a Breach of Discipline has been established, and the nature of any such breach, while the decision shall communicate what form of behaviour is required of the subject of the Hearing as a result of his or her breach.

Such conduct should include *any of the following:*

- accepting criticism
- accepting loss of privileges
- the performance of specified tasks of value to the organisation
- conditional or final suspension or ^uexpulsion from the organisation.
- resolving problems of discipline.
- guiding principles:

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