

# Resolving problems of discipline, at the ~~Regional Level~~

## Guiding principles:

Discipline is essentially a political matter, reflecting the degree of consciousness of the members, the correct functioning of the organisation's structure and ~~the use of~~ <sup>employment of</sup> ~~proper methods~~ styles of work.

Responsibility for maintaining discipline belongs to the whole membership, and ~~not just a specialised group~~. Wherever possible, the general membership should <sup>problems</sup> be drawn into the process of resolving <sup>questions of</sup> discipline. It is the duty of all members to report breaches of discipline, to participate in the process of their resolution, and to support ~~disciplinary measures as decided upon~~ <sup>and to support decisions taken</sup>.

Disciplinary procedures should be regarded as a last resort to be used only when all ~~methods~~ other political methods have failed or are clearly inadequate. However, once they are embarked upon, they must be treated with ~~great~~ 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 <sup>and basic policies.</sup> its very ~~existence~~ <sup>survival</sup>. If they take the form of political factionalism ~~and attempts~~ 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 subject to revolutionary justice, to be adjudicated on by a special organ with special procedures and punishments, subject 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, <sup>racketeering</sup> 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 <sup>our organisation</sup> ~~we~~ knows <sup>how to distinguish</sup> the difference between freedom-fighters and gangsters. Similarly, in case

of drunken or ~~dangerous~~ reckless driving, we should cooperate with the police and not seek to cover-up for <sup>guilty</sup> 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 <sup>evaluated</sup> ~~considered~~ by the ~~structure~~ units, residences etc. ~~and~~ 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 one's position in the organisation to obtain undue personal advantage, such as sexual favours, money bribes, or ~~the~~ going in for racketeering, shall be treated as ~~the~~ 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 other 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.

Such actions <sup>if (performed) ~~with intent to~~ <sup>such actions are</sup></sup> ~~prejudice the organisation~~ (in collusion with the enemy or with intent ~~to~~ <sup>to</sup> weaken the organisation or deviate it from its principles, the pass from being disciplinary breaches to being offences. If they 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 <sup>disciplinary</sup> procedures being ~~adopted~~ <sup>applied</sup>. In the case of persistent violations, however, or even a single <sup>serious</sup> breach, ~~if the circumstances make it potentially~~ ~~very~~ ~~damaging~~ ~~for~~ ~~the~~ ~~organisation~~, disciplinary procedures should be instituted. Essentially

procedures shall be applied by these ~~belong to~~ 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 ~~Disciplinary~~ Committee of Discipline.

### Committee of Discipline.

The Committee shall consist of five persons chosen from the membership in the Region.

~~Normally they will function~~ Three of these members will constitute a functioning body empowered to ~~take decisions~~. make Findings and take decisions.

The Committee will be elected by members of the broad RPC ~~at their first session after~~ 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 ~~principles~~ <sup>work</sup> of the organisation, ~~and their moral integrity and~~ <sup>their</sup> political consciousness and moral integrity. Where possible, they should represent ~~a broad range of~~ <sup>be drawn from ~~represent an extensive~~ the full</sup> ~~the~~ <sup>the</sup> ~~whole~~ range of members in terms of age, sex, experience, cultural background etc., but ~~in their capacity~~ <sup>while acting</sup> as Members they shall not ~~act~~ <sup>to so</sup> as representatives of this or that group, but in the name of the Hearings RPC as a whole. The members shall choose from amongst their number a Convenor, whose task it will be to constitute Hearings consisting of at least three Members. The Convenor will be responsible for ~~the~~ ensuring that proper records are kept and for maintaining liaison with the RPC and the Chief Representative.

Hearings will 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 Committee Members, taking into account all the information laid before ~~them~~ <sup>including</sup> 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~~ <sup>in</sup> a calm and dignified manner. ~~with~~ in an atmosphere of seriousness and comradeship. The Hearing Members shall choose amongst themselves a Presiding Officer whose task it will be to establish ~~the~~ <sup>a</sup> 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 <sup>the nature of the allegations and</sup> 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 encouraged to take an active  
part in the proceedings. The Presiding Officer and  
other ~~and~~ Members of the Hearing shall give him or  
her all necessary assistance in making his or  
her reply or comments.

~~The Decision:~~ Findings and Decision.

Where possible, the Findings and Decision shall be arrived  
at by consensus of ~~the (H.A.)~~ all the Hearing  
Members, but if this cannot be arrived at,  
a majority view will prevail. All Decisions shall

~~be confirmed first by the Chief Representative before  
being implemented.~~

be communicated <sup>to the Chief Representative,</sup> in the form of a written statement  
setting out a brief summary of relevant facts  
and the basis of the ~~Decision~~ ~~decision arrived at.~~

The Subject of the Hearing shall be entitled to  
annex written observations. ~~The Decision shall be~~  
implemented until it has been confirmed by the  
Chief Representative, who shall be empowered to  
be kept from public criticism, which may be effected immediately

confirm or send it back for further hearing, either by the same members or other. Decisions shall be communicated to the Secretary-General.

~~Decisions~~ <sup>(The Findings)</sup> shall state first whether or not a Breach of discipline has been established. ~~If it has been so established,~~ <sup>and</sup> the nature of ~~the~~ <sup>any such</sup> breach, ~~shall be specified and then the~~ while the

Decision shall communicate ~~the determinations~~ <sup>what form of behaviour is required of the subject of the hearing</sup> of the hearing ~~members as to what consequences~~ as a result of his or her breach. ~~response is required of the subject of the hearing.~~

Such ~~response~~ <sup>conduct</sup> could include:

- accepting) public criticism
- loss of privileges accepting loss of privilege
- accepting) suspension or removal from responsibilities

The performance of specified tasks of value to the organisation

~~conditional or final expulsions~~  
conditional or final suspension or expulsion from the organisation.