

Section E: Regional Disciplinary Committee

1. In each Region there shall be established a Regional Disciplinary Committee (RDC) consisting of five (5) members, of whom three (3) shall constitute a quorum.
2. a) The members of the RDC shall be chosen by the RPC for a period of two (2) years, subject to the names being confirmed within thirty (30) days at a special general meeting called for the purpose. In the event of one or more of the names being rejected, the general meeting shall, by a two-thirds majority, make the necessary substitution.
  - b) At least one, but not more than two of the five members of the RDC shall be chosen from the members of the RPC.
  - c) Members shall be eligible for re-election.
  - d) Any member may resign or be withdrawn from the RDC for reasons of re-assignment or manifest unfitness, in which event the RPC shall appoint a substitute, subject to ratification at the next ordinary general meeting.
  - e) The Chairman of the RDC shall be chosen by the Chief Representative on the recommendations of the RPC.
3. a) The members shall be chosen according to the following criteria:
  - i) Dedication to the principles and policies of the organisation;
  - ii) Personal integrity and correct personal behaviour.
- b) The RDC shall as far as possible reflect the composition of the membership in terms of age, sex, work and experience.
4. a) The RDC shall in its discretion appoint a Presenter and an Advisor, taking into account the following factors:

- i) The seriousness of the allegations;
  - ii) The complexity of the case;
  - iii) The capacity of the accused to understand the issues and make an effective defence;
  - iv) The availability of suitable persons to fulfil the roles.
- b) Where no investigation officer is available in the area to investigate and prepare the case, the RPC may appoint someone ad hoc to do the necessary investigations, to take statements and submit such statements to the Presenter or directly to the RDC if no Presenter is appointed.
5. a) Hearing shall normally be open to all members.
- b) Every effort should be made to ensure the presence of members.
- c) The decision shall be that of the RDC alone, but members present shall be encouraged to ask questions and contribute information and opinions with a view to helping the RDC arrive at a speedy and just result.
6. Subject to the aforementioned provisions, the principles and rules set out in the sections on Investigation and Procedure shall apply.

Section F: The Hearing of Violations

1. Violations shall normally be investigated by the persons responsible for discipline and security at the level of the relevant unit, residence or work structure to which the accused belongs and the full membership of such body shall hear the matter.
2. The body concerned will determine its own procedure within the principles of giving the accused every reasonable chance to make his or her defence, raising the general consciousness of everyone present, maintaining a spirit of objectivity and comradeship, and not tolerating or being afraid to condemn bad behaviour.