

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex

HCO POLICY LETTER OF 24 FEBRUARY 1972

Remimeo
All Staff
Staff Hats

INJUSTICE

Any staff member who does not know ethics policy is a clay pigeon. "Clay pigeons" are used to throw up in the air and shoot at.

The cycle is, goofs are made. The real Why is not located or handled, and when this happens angry executives, who have to pick up the ball, start shooting.

Staff members *are* expected to do their jobs and there are no excuses at all for not doing so.

But it sometimes happens that injustices occur. Goofs happen, then conditions are assigned, persons are removed from post or otherwise bashed about.

Usually this occurs because the staff member is pitifully ignorant of his rights.

Justice is expected and has definite use. When a state of discipline does not exist, the whole group caves in. It has been noted continually that the failure of a group began with a lack of or loss of discipline. Without it the group and its members die.

Most people think discipline is bad because most wog discipline is simply harsh injustice.

Most people do not even know that "justice" means fair and equitable treatment for both the group and individual.

Commercial firms and credit companies have a level of injustice that is hard to believe. One is never faced by his accusers and may not even know he is accused until he is shot.

Psychiatry, as exposed in the brilliant book *Manufacture of Madness* by Dr. Szasz, uses the "justice" procedures developed in the days of witch burning, unknown accusers, opinions only, punished before being tried, etc. Psychiatric influence on contemporary court thinking may well be a major reason for the present disturbed condition of society.

When you indicate the wrong bypassed charge on a case, the case caves in.
When you accuse wrongly and punish unjustly, the group caves in.

The truth is, man cannot really be trusted with “punishment.” With it he does not really seek discipline; he wreaks injustice.

Between the points of harsh injustice and required discipline there is a happy center ground where discipline, no matter how *severe*, is just and where goofs are not tolerated.

The achievement of this middle ground depends less upon educating and restraining executives than upon the staff member knowing his rights and himself using them.

OUT OF SEQUENCE

To remove a person from post and then give him a court or comm ev him is out of sequence.

The person has to have a court or Comm Ev *before* he can be removed.

STATISTICS

The best defense against *any* ethics action is good statistics. If one has no personal statistic, he is in a bad position and a very eligible clay pigeon if something goes wrong.

L. RON HUBBARD

Founder