

HUBBARD COMMUNICATIONS OFFICE
Saint Hill Manor, East Grinstead, Sussex

HCO POLICY LETTER OF 9 AUGUST 1971
ISSUE III

Remimeo
ED C/O Hat
HAS Hat
Dept 1 Hats
Ethics Hats
Qual Sec Hats
Pers Enhcmt Hats
LRH Comm Hat

SECOND REVISION

URGENT

OPERATION STAFF

STABILITY AND PERSONAL SECURITY

HIGH CRIME ADDITIONS

(Adds to HCO PL 23 December 1965 - Ethics -
Suppression of Scientology and Scientologists
and HCO PL 17 Mar 65 Organization Suppressive Acts.)

*(The first revision was issued so that I/T
appointments could be made in orgs pending approval.*

*This second revision removes all requirements that
personnel changes must have prior approval from Flag,
except in the case of those appointed by Flag;
violation of Personnel Policies contained in Vol One
OEC and all Personnel Series PLs (where such violation
is shown to be a source of loss of statistics) is
substituted (as a High Crime) for failure to obtain
Flag approval. This allows an HCO to remove a
destructive or incompetent person from an area but
requires that standard Personnel procedures be fully
maintained.)*

ALL CHANGES FROM THE FIRST REVISION ARE IN SCRIPT TYPE.
CHANGES IN THE FIRST REVISION WHICH REMAIN ARE IN
ORDINARY TYPE.

APPLIES TO ALL SCIENTOLOGY ORGS, SO ORGS, CLOs, GROUPS
AND ALLIED ACTIVITIES.

The following acts are hereby designated as HIGH CRIMES
and SUPPRESSIVE ACTS.

1. TRANSFERRING A SCIENTOLOGY ORG STAFF MEMBER, OR AN SO CLO,
ORG, OR ACTIVITY CREW MEMBER FROM A LEGALLY APPOINTED POST (OF
WHATEVER STATUS) IN VIOLATION OF THE HCO PLS REFERRED TO ABOVE
(WHERE SUCH VIOLATION IS SHOWN TO BE CAUSE OF LOSS OF STATISTICS)
OR TRANSFERRING A FLAG APPOINTED STAFF MEMBER WITHOUT PRIOR
APPROVAL FROM FLAG HCO BUREAU.

2. DISMISSING OR DEMOTING A STAFF OR CREW MEMBER FROM A
LEGALLY APPOINTED POST FOR WHATEVER REASON IN AN SCN OR SO
ORG, CLO, GROUP OR ACTIVITY IN VIOLATION OF HCO PLS REFERRED
TO ABOVE, OR FAILING TO REPLACE OR HANDLE (IN ACCORDANCE WITH
HCO PLS REFERRED TO ABOVE) AN INCOMPETENT OR ABSENT FROM POST
EXECUTIVE WHERE SUCH FAILURE LEADS TO LOSS OF STATISTICS.

3. APPOINTING OR POSTING A STAFF OR CREW MEMBER IN A SCN OR
SO ORG, CLO, GROUP OR ACTIVITY AS A "PERMANENT" STATUS WITHOUT
HAVING RECEIVED THE APPOINTMENT IN A FLAG EXEC DIRECTIVE OR
PERSONNEL ORDER FROM HCO BUREAU FLAG BEFOREHAND.

4. FAILING TO ESTABLISH A VIABLE POST UNIT SECTION DEPARTMENT DIVISION ORG AREA OR NETWORK:
5. DISESTABLISHING A POST UNIT SECTION DEPARTMENT DIVISION ORG AREA OR NETWORK BY WHATEVER MEANS OR FOR WHATEVER REASONS, OR WILLFULLY OR INTENTIONALLY INJURING ITS VIABILITY.
6. PROGRAMMING A PERSON OFF HIS POST (AS IN DEPT 13) BEFORE HE HAS BEEN PROGRAMMED ONTO IT AND BEFORE HE HAS ACHIEVED THE REQUIREMENTS FOR THE POST HE IS HOLDING.
7. INTERVIEWING AND PERSUADING JUNIORS TO LEAVE THEIR POST FOR ANOTHER WITHOUT CONDUCTING THE ACTION THROUGH THE STAFF MEMBER'S DIVISIONAL HEAD.
8. TOLERATING NEGLECT OF DUTY OR NOT DOING THE DUTY OF A POST WITHOUT TAKING FULL IMMEDIATE HATTING ACTIONS AND THESE FAILING FULL ETHICS ACTION ON THE PERSON.
9. DOING THE DUTIES OF ANOTHER POST WHILE NEGLECTING THE DUTIES OF ONE'S OWN POST OVER A PERIOD OF TIME WITHOUT MAKING THE MATTER FULLY KNOWN TO FLAG AND RECOMMENDING REMEDY.
10. LEAVING AN ORG TEMPORARILY POSTED SO AS TO BE ABLE TO EFFECT MUSICAL CHAIRS.
11. CHANGING THE FUNCTIONS OF THE ORG BD SO AS TO AVOID POST CHANGES OR FOR ANY REASON WITHOUT CLEARING THE CHANGE WITH FLAG.
12. PRETENDING IGNORANCE AND NOT DOING THE DUTIES OF A POST BECAUSE ONE "DID NOT KNOW".
13. NOT DETECTING, NOT REPORTING AND NOT HANDLING A LACK OF HAT OR PROPER ORG BOARD.
14. NOT POSTING AN ORG BOARD.
15. NOT RECRUITING TRAINING POSTING AND HATTING PERSONNEL.
16. FAILURE TO FULLY WRITE UP ONES HAT AND GROOVE IN A REPLACEMENT WHEN TRANSFERRED FROM A PERMANENT OR TEMPORARY OR APPRENTICE OR ANY KIND OF POST.
17. NOT HAVING A BASIC STAFF HAT OR A TECH OF THE POST AND ORG HAT OR A POST HAT FOR WHATEVER REASON.
18. HAVING THE WRONG HAT FOR A POST.
19. NOT INSTANT HATTING AS A SENIOR, NOT MINI HATTING AND NOT FULLY HATTING A JUNIOR.
20. NOT ALLOWING 2 1/2 HOURS A DAY STUDY TIME TO STAFF IN ADDITION TO NORMAL WORKING HOURS.
21. USING POST TIME COVERTLY TO STUDY OR SOLO AUDIT TO THE EXCLUSION OF DUTIES OVER A TIME PERIOD.
22. BEING ON STAFF SOLELY TO OBTAIN SERVICE.
23. FALSIFYING STATISTICS.
24. DRAWING PAY OR BONUSES ON FALSE STATS.

25. DENYING ETHICS RIGHTS OR RECOURSE OR ON POLICY JUSTICE TO A STAFF MEMBER.
26. PROLONGED CYCLES OF ETHICS OR JUSTICE ACTIONS.
27. ISSUING ILLEGAL (OFF POLICY OFF PROGRAM) ORDERS.
28. ACCEPTING ILLEGAL (NOT ON POLICY OR APPROVED PROGRAM) ORDERS.
29. ASSIGNING ILLEGAL (CONTRARY TO STATS OR POLICY) CONDITIONS.
30. ACCEPTING ILLEGAL CONDITIONS.
31. HAZING OR HARASSING STAFF MEMBERS WITH PHYSICAL ABUSE.
32. REMAINING IGNORANT OF POLICY.
33. PLEADING IGNORANCE OF POLICY:
34. STATING POLICY EXISTS WHERE IT DOES NOT.
35. BLOWING OR DESERTING AN SCN OR SO LOCALLY, TEMPORARY OR LEGALLY APPOINTED POST, IN AN CLO, ORG, GROUP OR ACTIVITY WITHOUT AUTHORITY, WITH INTENT TO DO SO PERMANENTLY OR NOT, OR FOR ANY OTHER REAL OR IMAGINED REASON.
36. DESERTING AN EXECUTIVE POST OR ACCEPTING ORDERS TO LEAVE IT OR "GO ON TOURS" OR DO ANYTHING ELSE BUT THE POST DUTIES WITHOUT FLAG APPROVAL EVEN THOUGH "ORDERED BY SENIORS" SHALL BE CLASSED AS ACCEPTING ILLEGAL ORDERS OR DESERTION.
38. REFUSING LEGAL ORDERS.

The above actions are now defined as -

"The overt or covert actions or omissions knowingly and willfully undertaken to suppress, reduce, prevent or destroy case gains, and/or the influence of Scientology on activities, and/or the continued Scientology success and actions on the part of Organizations and Scientologists."

Persons who would commit such acts are insane.

Their sole motivation is destructive to the individual and group purposes of Scientology and Scientologists, as they act out of self-interest only.

Participation in a 3rd Dynamic pro-survival activity which is operating on a known goal of the greatest good for the greatest number by such persons will suppress and impede the group due to their purposes and underlying motivation being knowingly and intentionally destructive.

They are not persons we want on our lines.

Penalties for the commission of one or more of the HIGH CRIMES above is:-

1. Immediate Committee of Evidence convened by the HAS.

If the HAS is implicated, the Comm Ev is convened by the LRH Communicator.

Where both are implicated by omission or commission, the A/HCO Aide or secondly the A/LRH Comm Aide of the CLO must convene the Comm Ev.

2. Recommendations for proven High Crimes and Suppressive Acts are based on those outlined in HCO PL 23 December 1965 - Suppressive Acts - Suppression of Scientology and Scientologists and HCO PL 9 August 1971 (*revised 8 Jan 1978*) Personnel, Permanent Appointments Transfers, Demotions and Dismissals.

3. Findings and Recommendations of the Committee of Evidence, with all evidence and tapes must be submitted via the CLO HCO Bureau to HCO Bureau Flag.

IT IS OUR FULL INTENTION TO SAFEGUARD AND PROTECT THOSE SCIENTOLOGISTS WHO ARE WORKING FOR THE GREATEST GOOD FOR THE GREATEST NUMBER AND THUS SECURE AN ENVIRONMENT IN WHICH THE TECHNOLOGY OF SCIENTOLOGY AND DIANETICS CAN BE STANDARDLY DELIVERED WITH STANDARD RESULTS.

HCO Aide

for

L. RON HUBBARD
FOUNDER