Anti-Organisation Activity Policy & Disciplinary Process

An **Anti-organisation Activity policy and Disciplinary Process (AAPP)** for **Dartford Hindu Mandir (DHM)** is aimed to protect the sanctity (**Pavitrata**), assets (**Deva Swastham**), and communal harmony (**Satsang**) from internal disruptions, financial malpractices, or ideological subversions.

Those covered by AAPP are DHM Members (defined as Trustees/Directors), DHM Executive Committee Members, Life Members and Office bearers (Devotees holding any office of responsibility in DHM – Volunteer or on Salary)

1. Purpose & Dharmic Framework

- **Objective**: Maintain the spiritual purity, safety, and operational integrity of the Mandir against hostile or unethical internal actions.
- **Scope**: AAPP applies to DHM Members (defined as Trustees/Directors), DHM Executive Committee Members (elected from life members), Life Members, Office bearers (Devotees holding any office of responsibility in DHM – Volunteer or on Salary), Priests (Archakas/Pujaris) or Vendors offering services to DHM.
- **Core Principle**: Temple resources and platforms must solely serve the deity (**Prana Pratishtha**) , DHM's growth and development and the spiritual welfare of the devotees in general.

2. Definition of Anti-Organisation Activity

DHM Management strictly prohibits actions that compromise the institution's spiritual or physical framework, including:

- **Misappropriation of Offerings**: Theft or undocumented handling of cash donations (**Hundi**), gold, silver, or material offerings (**Kanike**).
- **Ritual & Sanctum Sabotage**: Intentional disruption of daily rituals (**Nitya Pujas**), festivals, or unauthorized entry into the inner sanctum (**Garbhagriha**).
- **Ideological Subversion**: Using the name of DHM to promote political agendas, personal vested agendas, propaganda not backed by evidences, Guru led philosophies and anything that directly conflict with DHM's traditional tenets - of working in the interest of Hinduism and progress of Hindus.

- **Vandalism & Cyber Defacement**: Unauthorized alteration of temple property, deity ornaments (**Vigraha Alankara**), or the official website and donation portal.

3. Financial Controls & Asset Protection

- **Hundi Management**: Counting of Hundi collections must occur in a CCTV-monitored room, executed in the presence of three Trustees and Devotees.
- **Inventory Registry**: Maintain a digital, audited register of all jewellery, precious metals, and land assets (**Devaswom property**) owned by the temple.
- **Vendor Verification**: Require background checks for external agencies handling events, catering (**Mahaprasada**), or security.

4. Reporting & Resolution Protocol

- **Grievance Redressal**: Establish an email for devotees to report misconduct.
- **Internal Resolution**: Form a 3-member disciplinary panel consisting of community elders from amongst the devotees to review allegations objectively, and recommend actions to Trustees, for a decision.
- **De-escalation**: Train volunteers to peacefully manage and escort out individuals causing public disturbances during events and festivals (**Utsavas**).

5. Consequences & Legal Enforcement

- **Administrative Penalties**: Removal from administrative posts and positions, termination of employment, or a lifetime ban from serving as a volunteer (**Seva Nishedha**).
- **Ecclesiastical Actions**: Clergy violations will lead to the immediate suspension of ritual duties to preserve the temple's spiritual purity.
- **Civil Law Enforcement**: The management will not handle criminal acts internally; all instances of financial fraud, physical assault, or theft of antiquity will be reported immediately to civil authorities.

Disciplinary Process

To address anti-organization activity in DHM, to be carried out by a coordinated three-member disciplinary panel, a structured and legally compliant disciplinary process shall follow. Whether there is a case to answer or not, shall be decided by the BOT upon presenting of a case with available evidences. Once approved, a multi-person collusion would require immediate isolation to prevent evidence tampering, followed by an objective, independent inquiry.

1. Immediate Interim Measures (within a week)

- **Immediate Suspension**: Place the individual(s) on administrative suspension pending investigation.
- **Revoke All Access**: Change passwords to temple donation portals, accounting software, and social media. Revoke physical keys to the **Hundi** (donation box) counting room, administrative offices, and asset stores.
- **Issue Formal Notices**: Issue separate, written show-cause notices to the member(s). Outline the specific allegations against them without revealing evidences and source.

2. Evidence Preservation & Separation (Week Two)

- **Isolate**: Mandate that the individual(s) have no contact with temple property. Prohibit them from speaking to other temple staff or volunteers about the active case, until the investigation was completed and outcome actioned.
- **Secure Evidence**: Secure all evidences

3. Independent Inquiry Committee (Week Three-Five)

- **Form the Panel**: Establish an independent three-person inquiry committee from the Devotees. Ensure complete objectivity.
- **Conduct Separate Interviews**: Give opportunity to the accused to be Interviewed. Document their statements.
- **Record Witness Statements**: Interview other priests, **Sevaks** (volunteers), or devotees who can give evidences.

4. Findings and Final Hearing (Week 6-8)

- **Inquiry Report**: The committee must draft a formal report detailing the evidence, the statements, and a clear conclusion on whether the temple's policy was violated, and suggest actions. Present the report to BoT for a decision.
- **Final Decision**: BoT shall review the findings and recommendations and decide the sanctions.

5. Final Sanctions & Enforcement

- **Enforce Consequences**: Based on the BoT outcome issue necessary letter stating outcome and sanctions, with provision of seeking legal advice and challenge the outcome in Hight Court withing 28 days of issuing the letter.
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- **Legal and Spiritual Remedies**:
    - If the activity involved financial fraud or theft of temple antiquities, hand the inquiry report and evidence directly over to the police.
    - If the inner sanctum (**Garbhagriha**) or rituals were compromised, consult the priest (**Pujari**) to perform necessary cleansing rituals (**Samprokshana/Shuddhi**).