

# **RIFLEMEN'S CODE OF ETHICS**

## **Chapter I**

### **General Provisions**

#### **Article 1. Goal and Objectives of the Riflemen's Code of Ethics**

1. The purpose of the Riflemen's Code of Ethics (hereinafter referred to as the "Code") is to provide a legal basis for an effective implementation of the riflemen's oath or the solemn affirmation by a young rifleman to comply with the riflemen's code of ethics, and to legally regulate riflemen's conduct.

2. Objectives of the Code:

1) to increase trust of the Lithuanian population in the Riflemen's Union (hereinafter referred to as the "Union"), to improve its attractiveness and authority in the eyes of the public;

2) to improve the administration of the Riflemen's Union;

3) to strengthen the LRU members' understanding that they are subject to more stringent requirements than the ones applicable to other persons with regard to ensuring their ethical behaviour, accountability and responsibility for their actions;

4) to eliminate the reasons for and conditions of violations of this Code.

#### **Article 2. Purpose of the Code**

This Code establishes the main principles of conduct by persons who are subject to the provisions of this Code, also the main standardised requirements based on the aforementioned principles for the behaviour of such persons, the behavioural control and supervision system and responsibility for the violations of standards of conduct specified in this Code.

#### **Article 3. Relation of the Code with other Legislation**

1. The statute of the Union defines riflemen's discipline and some other aspects of the riflemen's ethics. In case where the provisions of this Code do not correspond to the provisions of the Union's Statute which regulates the ethics of riflemen, the provisions of the latter shall prevail.

2. Riflemen who are professional military service, civil servants, politicians or representatives of any other fields, shall be subject to the provision of this Code to the extent to which respective regulatory acts do not regulate their ethics.

3. Riflemen, whose ethics is also regulated by non-regulatory acts, shall be subject to the provisions of such legal acts to the extent to which this Code does not regulate their ethics.

4. Units of the Union can establish the rules of the riflemen's ethics the provisions of which cannot conflict with the provisions of this Code.

#### **Article 4. Key Definitions Used in the Code**

1. **Gift** shall mean property or property rights (claims) transferred to a riflemen's (donee's) ownership free of charge, also a rifleman's release from property obligation to the donor or any third party where this is or may be related to direct or indirect influence on his actions or decisions.

2. **Conflict of interest** shall mean the situation where riflemen in their activities must or can take a decision, participate in making decisions or take any other actions thus violating the public interest for the benefit of their private interests or for the interests of persons' close to them.

3. **Infringement of the Code's provisions** (hereinafter referred to as the "infringement") shall mean the infringement of the rifleman's behavioural principles set forth in this Code or the requirements for a rifleman's conduct or any other provisions of this Code caused by the fault of a rifleman.

4. **Indirect gift** shall mean money or items loaned to a rifleman or services provided to a rifleman which are transferred or provided for an evidently lower price than the market price or free of charge, where this is related to direct or indirect influence on the rifleman's actions or decisions made in his as a rifleman's activities.

5. **Repeated infringement** shall mean an infringement of the requirements set for a rifleman's conduct committed in less than 2 years after a previous infringement of any of such requirements, also disregard of a penalty or obligation imposed by a riflemen's conduct controlling entity.

6. **Private interests** shall mean a rifleman's, persons' close to a rifleman property or non-property interest which may affect decisions or actions taken in the rifleman's activity which are solely in the rifleman's and/or persons' close to him favour.

7. **Private life** shall mean a rifleman's personal life and activities which are not related to his as a rifleman's activities and public life.

8. **Riflemen's activities** shall mean riflemen's actions or decisions related to the implementation of the Union's goals and objectives set forth in the legal acts, to the performance of a rifleman's duties, public life and any other participation in lawful activities organised by the commanders and/or top management of the Union.

9. **Rifleman** shall mean a person who is subject to this Code.

10. **Persons close to a rifleman** shall mean a rifleman's:

1) parents (adoptive parents), children (adoptees) and their spouses (partners) or cohabiting partners;

2) brothers (stepbrothers) and sisters (stepsisters) and their spouses (partners) or cohabiting partners;

3) grandparents, grandchildren;

4) spouse, partner where a partnership agreement is registered in accordance with the procedures prescribed by laws, or a cohabiting partner;

5) spouse's (partner's) or cohabiting partner's parents (adoptive parents), children (adoptees) and their spouses (partners), brothers (stepbrothers) and sisters (stepsisters) and their spouses (partners), grandparents, grandchildren;

6) other persons cohabiting with a rifleman for no less than a year and keeping shared household.

11. **Riflemen's ethics** (hereinafter referred to as the "**riflemen's conduct**") shall mean the totality of rules regulating riflemen's activities and set forth in this code, laws and other regulations as well as of any other rules regulating riflemen's conduct, ethics and morals and establishing the standards of ethical behaviour which are obligatory to all riflemen.

12. **Rifleman's honour** shall mean riflemen's non-property right and value which is acquired by them when acknowledging and knowingly performing the orders of riflemen to respect Lithuania's independence and the Lithuanian soil, to educate themselves and others, to strengthen their will and body, be disciplined and polite, respect weapon, be right and just, keep their word, be alert, protect national property, cherish a rifleman's name and the honour of a Lithuanian.

13. **Union's prestige** shall mean a value which is deserved by the Union through fostering its formal reputation, preserving its name and honour and trust in it.

14. **Service time** shall mean the time when a rifleman must fulfil the riflemen's duties prescribed in the laws and other legal acts and any other periods of time equivalent or made equivalent to it.

15. **Public interest** shall mean the goals, tasks and interests of the Nation, State and the Union, and universally acknowledged and set forth in the rules of law, ethics, morality and Christian morals, and the interest of the public that the riflemen's behaviour meet the requirements of this Code and other legal acts.

16. **Public life** shall mean the behaviour of riflemen in the public, participation in the activities of communities and other public activities which are directly or indirectly related to the riflemen's activities.

17. **Damage to the Union's, public and/or national interests** shall mean negative outcomes resulting from violation of the requirements for riflemen's behaviour where persons incur damage or vested interests of the Union, people, state institutions, associations or any other public organisations as well as the state and/or the public are infringed on.

## Chapter II

### Main Riflemen's Behavioural Principles

#### Article 5. Main Riflemen's Behavioural Principles

The main riflemen's behavioural principles are the following:

- 1) respect for the human person and the state;
- 2) justice and impartiality;
- 3) politeness and decency;

- 4) responsibility and accountability;
- 5) transparency and publicity;
- 6) honesty and exemplarity;
- 7) serving the public interest and non-abuse of one's office;
- 8) loyalty to the state, its institutions and the Union.

#### **Article 6. Respect for the Human Person and the State**

Respect for the human person and the state includes the following requirements set for the riflemen's behaviour:

- 1) to respect a human person, their rights and freedoms, the state of Lithuania, its independence, state institutions, the Lithuanian language, the soil of Lithuania, official symbols and attributes of the state of Lithuania, its institutions, municipalities and the Union;
- 2) not to discriminate individual persons or society groups based on their gender, sexual orientation, race, religion, nationality, marital status or official position by their [riflemen's] discourse, actions or proposed decisions;
- 3) to listen attentively to everyone who addresses the Union for assistance and take all possible and legal measures to help them, to always respond to individual persons' requests and suggestions regarding the activities of the Union;
- 4) in riflemen's activities, public and private life, to behave in a fair and respective manner, not to debase themselves, not to humiliate other persons, not to downgrade the Union, the Nation, the legally elected government, the state of Lithuania and its constitutional set-up;
- 5) in carrying out riflemen's activities, to follow the goals and directions set by legislation and commanders;
- 6) to treat the representatives of other nations and states so as to avoid any signs of disrespect towards other nations and states.

#### **Article 7. Justice and Impartiality**

Justice and impartiality includes the following requirements for the behaviour of riflemen:

- 1) to comply with the requirements of the Constitution of the Republic of Lithuania, international agreements, laws and other regulations, to enforce final court rulings, and in the event where violations of law are committed by other persons, to take every possible action to discontinue them and to seek that the guilty persons are held liable in accordance with the procedure established by law;
- 2) in the activities of riflemen and in public life, to conduct themselves impartially, to take into account the reasoning of all parties and to look for objective solutions;

- 3) in the activities of riflemen, to follow the principle of all persons being equal before the law, to be fair and just;
- 4) to settle interest conflicts taking into consideration the interests of the state, the Union and the public in accordance with evaluation criteria equal to everyone;
- 5) when considering and making decisions, proposing riflemen to certain positions or appointing them, when signing or approving agreements, when allocating material valuables and in any other riflemen's activities, not to have any preconceptions regarding any individual rifleman, any other person or their group, unit, department of the Union, company, agency, organisation or institution and to make decisions in accordance with equal evaluation criteria refraining from any personal attitudes, taking into consideration the opinion of other riflemen, specialists' conclusions and other objective factors;
- 6) in the event of any reasonable doubts that the decision being considered or made might contain any corrupt practices or gives basis for the assumptions or provides conditions for corruption, to demand that an investigation be conducted with regard to such decision from the anti-corruption viewpoint.

#### **Article 8. Politeness and Decency**

Politeness and decency shall include the following requirements for the behaviour of riflemen:

- 1) to behave politely with the representatives of other organisations or state or municipal institutions;
- 2) in riflemen's activities, public and private life, to lead by example using their look, discourse and behaviour as well as comply with the universally recognised rules for polite and ethical behaviour;
- 3) to unconditionally keep the taken oath, declaration and to keep their given word;
- 4) to reject unreasonable requests in a tactical manner;
- 5) seek not to avail of other person's mistakes or ignorance;
- 6) not to participate in unlawful, dishonourable and unethical transactions, agreements, meetings, and rallies;
- 7) to not tolerate other persons' unethical, immoral behaviour or illegal actions and to immediately take legal measures to stop them;
- 8) in the riflemen's activities and in public life, not to show one's contempt, not to harass, not to abuse and not to use violence;
- 9) not to abuse alcohol, to avoid being drunk in public, not to use drugs, toxic, psychotropic or any other psychoactive substances, to avoid any other harmful addictions and not to harass.

#### **Article 9. Responsibility and Accountability**

Responsibility and accountability shall include the following requirements for the behaviour of riflemen:

- 1) to explain and provide reasoning for their decisions or actions in accordance with the procedure prescribed in legislation;

- 2) in the event of absence of sufficient/required resources, skills or competences for the performance of a task, to immediately notify their direct chief of such circumstances;
- 3) to assume personal responsibility for the consequences of decisions made or for riflemen's actions, for potential benefits and damages, for the implementation of short-term and long-term objectives;
- 4) to assume responsibility for the decision, even where it was made collegially, except for the cases where there were active and open endeavours to have that decision not adopted;
- 5) to be accountable to the head, unit, the public, controlling and monitoring institutions for their as riflemen's activities;
- 6) to exercise vigilance and protect national, municipal and Union's property and interests;
- 7) in the riflemen's activities, try to wear the uniform of a Union's member on every possible occasion.

#### **Article 10. Transparency and Publicity**

1. Transparency and publicity shall include the following requirements for the behaviour of riflemen:

- 1) to provide conditions to the public to observe, inspect and assess riflemen's conduct, actions and decisions;
- 2) to ensure the publicity of their actions and decisions taken without exceeding the limits of publicity prescribed in regulations, and where necessary, or at the request of authorised persons, to provide the reasons for the taken decisions;
- 3) to provide available information to riflemen and other persons in accordance with the procedure established in legislation;
- 4) to provide persons with the required information about legislation which regulates riflemen's activities.

2. All details about the activities of the Union, except for the classified information indicated in Part 3 of this Article, shall be public, transparent and accessible.

3. Having familiarised themselves with classified information, which according to laws, the statute of the Union and the statute of the Union's Court of Honour cannot be disclosed and distributed, riflemen shall not use it for pursuing their own, their relatives and other persons or their groups' interests.

#### **Article 11. Honesty and Exemplarity**

Honesty and exemplarity shall include the following requirements for the behaviour of riflemen:

- 1) functions of the position taken by the riflemen and/or established by laws and other regulations shall be fulfilled in an impeccable, timely, effective, competent and professional manner when in service and when cooperating with the representatives of the state and municipal institutions and other public organisations;
- 2) riflemen shall be neat, tolerant and helpful, shall behave with other riflemen and other people in a respective and human manner, and shall resolve conflicts peacefully;

- 3) riflemen shall respect their weapon, continuously strengthen their willpower and body, improve and raise their qualification, learn and educate others;
- 4) riflemen shall recognise their or other riflemen's mistakes and either correct them or suggest correcting them;
- 5) riflemen shall not directly or through mediators accept any gifts or indirect gifts, also not give any gift, where this might cause a conflict of interests. This constraint shall not apply to riflemen who received gifts or indirect gifts according to the international protocol or traditions which are related to the position held in the Union or to riflemen's activities;
- 6) riflemen shall behave honestly and honourably, shall not cheat and shall avoid seeking any advantage;
- 7) riflemen shall live according to legally received income, and at the request of authorised persons, they shall be able to justify their incurred expenses.

#### **Article 12. Serving the Public Interests and Non-Abuse of One's Office**

Serving the public interest and non-abuse of one's office shall include the following requirements for the behaviour of riflemen:

- 1) riflemen shall not give rise to the conditions to cause a conflict between public and private interests; and in the event when one rises, riflemen shall take all legal measures to remove the conflict;
- 2) in riflemen's activities, riflemen shall follow solely the public interest;
- 3) riflemen shall not abuse their office within the Union when organising riflemen's activities – they shall combine the interests of riflemen involved in this activity in an active and effective manner seeking to engage as many riflemen in this activity as possible and trying to avoid any infringement on their rights and vested interests;
- 4) riflemen shall not use their position or influence within the Union so as to affect other people's decisions where this might give rise to a conflict of interest;
- 5) riflemen shall not use the time intended for riflemen's activities, the Union's property, other assets owned by the Union, financial and human resources for meeting their own private interests or the interests of people close to them;
- 6) riflemen shall not abuse their position within the Union when admitting a person, appointing them to specific position or giving them an award, incentive, providing them with services or any other benefits or concluding any agreements or transactions with them, where this might give rise to a conflict of interest;
- 7) according to the authorisations granted, riflemen shall actively participate in discussing and making decisions in riflemen's activities and in public life, they shall put every effort to avoid any infringement on human rights and principles of the Christian morality;
- 8) riflemen shall make reasonable decisions, be incorruptible and not give any bribes to other people.

### **Article 13. Loyalty to the State, its Institutions and the Union**

1. Loyalty to the state, its institutions and the Union shall include the following requirements for the behaviour of riflemen:

- 1) riflemen shall be loyal to the state of Lithuania, its institutions, agencies and the Union, they shall act according to their political beliefs and be politically correct at the same time;
- 2) riflemen shall enforce lawful decisions of state and municipal institutions and the Union's top management, regardless of their personal attitudes or membership in political parties or organisations;
- 3) riflemen shall notify their direct superior or the commander of the Union of any cases which might be related to corruption, cheating or attempts to have an illegal effect on the rifleman's activities;
- 4) riflemen shall take into consideration the fact that an opinion expressed by a uniformed rifleman can be accepted as an official posture of the Union. When expressing an opinion, which was not pre-coordinated with the management of the Union, in public, it must be indicated that the opinion is personal only;
- 5) riflemen shall organise their activities so as to avoid breaching work procedures of riflemen working in state or municipal institutions or agencies as prescribed by legislation;
- 6) riflemen shall cherish the Lithuania's honour and the name of a rifleman.

2. Disclosure of information on unlawful actions, corruption or negligence of state, municipal institutions, the Union, its members or individual persons shall not be regarded as breach of loyalty to the state, its institutions of the Union.

### **Chapter III**

#### **Other Requirements for the Behaviour of Riflemen**

### **Article 14. Riflemen's Relations with Other Persons**

1. Issues raised in requests or complaints of every individual person addressed to the Union shall be resolved within the Union's competence, in a quick and efficient manner. Any deliberate delay is prohibited.
2. A rifleman cannot give promises which are impossible or not intended to be fulfilled.
3. It is not permitted to promote persons not to adhere to the laws and other regulations or to breach them.

### **Article 15. Riflemen's Interrelationship**

1. Riflemen's interrelationship must be based on discipline, trust, honesty, tact, discretion, amiability and politeness.
2. Riflemen are not allowed to seek, demand or encourage that subordinates and superiors do each other a favour or breach laws, requirements of other regulations or this Code.



3. Riflemen shall adhere to the riflemen's solidarity principle, and defend a rifleman's honour and prestige of the Union and other riflemen from unreasonable critique. Should a rifleman suppose that another rifleman violated the requirements of this Code, he shall draw the attention of such rifleman, and where he is confident that a breach of the Code has been committed, he must notify the riflemen's behaviour controlling entity of such situation in accordance with the established order.

#### **Article 16. Union and Family Relations**

1. Riflemen related to natural or legal persons from whom the rifleman himself or persons close to him receive any income cannot avail of the position held in the Union to protect these persons.
2. Riflemen cannot represent the Union in dealing with all types of profit-seeking organisations where they or persons close to them have shares or are their owners or co-owners themselves.
3. Riflemen are forbidden from being direct managers of persons close to them or riflemen controlling the performance of such persons as of riflemen, where their duties are related by direct subordination relations in the Union.

#### **Article 17. Withdrawal**

1. Riflemen are prohibited from preparing, considering or adopting decisions which breach the provisions of this Code.
2. Riflemen cannot participate in the activities of controlling, investigation, assessment commissions or any other institutions of this type or in making individual decisions therein, where this might violate the provisions of this Code.
3. If there is any threat that the provisions of this Code might be breached, riflemen must notify in writing their direct supervisor, the commander of the Union and other riflemen who participate in the decision preparation, consideration or making procedure, and to withdraw from participation in the procedure.

#### **Article 18. Riflemen's Behaviour in Public**

When in public, riflemen must adhere to universally recognised Christian principles of morality and to avoid behaviour which may be understood as undermining riflemen's honour, prestige of the Union and downgrading of respect of the public for riflemen and the Union.

### **Chapter IV**

#### **Control and Supervision of Compliance with the Provisions of the Code**

#### **Article 19. Entities Controlling Riflemen's Behaviour**

The riflemen's compliance with the requirements of this Code is controlled by:

- 1) the Union's Court of Honour;
- 2) Court of Honour of the Union's counties' riflemen units (hereinafter referred to as the "Union's CRU").

#### **Article 20. Rights and Obligations of the Union's Court of Honour in Implementing this Code**

The Union's Court of Honour:

- 1) shall in accordance with the procedure established by legislation conduct an investigation into a rifleman's behaviour or may refuse to conduct it for sound reasons and shall adopt the decisions as prescribed in this Code or shall commission the Court of Honour of the Union's CRU to conduct such an investigation;
- 2) shall submit its decisions adopted while implementing this Code and other legislation applicable to riflemen to the commander of the Union, commanders of the Union's CRU on the basis of which and due to the level of which the commander must issue a written decree;
- 3) shall coordinate the activities of the Courts of Honour of the Union's CRU within the field of implementation of this Code;
- 4) should there be frequent violations identified in a specific unit of the Union or at the request of the commander of a unit, [the court] shall participate in the preparation and provision of trainings and consultations in a specific Union's CRU;
- 5) shall accumulate and analyse information about violations and shall put forward proposals to the Union's commander with regard to measures intended to remove such violations;
- 6) shall interpret the provisions of this Code, consult and inform riflemen about the implementation of the provisions of this Code.

#### **Article 21. Rights and Obligations of the Court of Honour of the Union's CRU in Implementing this Code**

The Court of Honour of the Union's CRU:

- 1) shall in accordance with the procedure established by law conduct an investigation into a rifleman's, who belongs to the same CRU of the Unit, behaviour may refuse to conduct it for sound reasons and shall adopt the decisions as prescribed in this Code or shall adopt the decisions as prescribed in this Code or shall commission the Court of Honour of the Union to conduct such an investigation;
- 2) shall submit its decisions adopted while implementing this Code and other legislation applicable to riflemen to the commander of the same CRU of the Union with regard to which the commander must issue a written decree;
- 3) should there be frequent violations identified in a specific department of the Union's CRU or at the request of the head of such department, [the court] shall organise trainings and consultations in such a department;
- 4) shall accumulate and analyse information about violations and shall put forward proposals to the Court of Honour of the Union with regard to measures intended to remove such violations;

5) shall consult and inform the riflemen of the same CRU of the Union about the implementation of the provisions of this Code.

#### **Article 22. Rights and Obligations of the Union's Commander in Implementing this Code**

In implementing the provisions of this Code, the Commander of the Union shall have the following rights and obligations:

- 1) to supervise and verify, whether riflemen are familiar with the provisions of this Code; where necessary, to have trainings organised, to provide consultations and assist in resolving any other problems related to the compliance with the provisions of this Code;
- 2) having received any data on a possible infringement in accordance with the procedure prescribed in legislation, [the commander] within his competence shall exercise control over the riflemen's behaviour and/or to forward the task of conducting the investigation on an infringement according to the competence of entities controlling the riflemen's behaviour;
- 3) in implementing the decisions of the Court of Honour of the Union adopted in accordance with this Code and the provisions of other regulations applicable to riflemen, [the commander] shall issue written decrees/orders;
- 4) at the request of the Court of Honour of the Union, to report to the aforementioned court on the conducted investigations into the riflemen's activities (performance investigations) with regard to an infringement of the statutes or other legal acts regulating the activities of riflemen and to provide this court with the conclusions and material of such investigations.

#### **Article 23. Rights and Obligations of the Commander of the Unions' CRU in Implementing this Code**

In implementing the provisions of this Code, the Commander of the Union's CRU shall have the following rights and obligations:

- 1) to organise trainings for subordinate riflemen intended to familiarise them with the provisions of this Code, to supervise and verify, whether the riflemen are familiar with the provisions of this Code, to help resolve any other problems related to the compliance of the provisions of this Code;
- 2) having received any data on a possible infringement in accordance with the procedure prescribed in legislation, [the commander] forward the tasks of conducting an investigation on an infringement according to the competence of entities controlling the riflemen's conduct;
- 3) in implementing the decisions of the Court of Honour of the Union's CRU adopted in accordance with this Code and the provisions of other regulations applicable to riflemen, [the commander] shall issue written decrees/orders;
- 4) at the request of the Court of Honour of the Union, to report to the aforementioned court on investigations on the riflemen's activities (performance investigations) conducted within a specific unit with regard to an infringement of the statutes or other legal acts regulating the activities of riflemen and to provide this court with the conclusions and material of such investigations.

#### **Article 24. Infringement Investigations**

1. Infringement investigation (hereinafter referred to as the "Investigation") shall be conducted on the initiative of entities controlling riflemen's conduct as specified in this Code or where a statement or complaint is received about an infringement committed by a rifleman or where a request of the Union's commander to conduct an investigation is received in the cases specified in this Code. An investigation shall be opened and conducted in accordance with the procedure of the regulations of the Court of Honour of the Union. Response on the decision to conduct an investigation or on reasonable refusal to conduct it shall be given to the person having submitted the statement or complaint.

2. The Union's Court of Honour, in accordance with the procedure established in the statute regulating the activities of the aforementioned court, shall conduct an investigation itself and adopt a decision in the event, where the Court of Honour of the Union's CRU, within the period of one month, fails to take any action on the basis of the commission of the Court of Honour of the Union to conduct an investigation into a rifleman's conduct.

#### **Article 25. Decision-Making Procedure**

1. Decisions regarding details on the infringements possibly committed by riflemen shall be made by riflemen's conduct controlling entities which inspected them. The procedure for investigation and decision-making on the details on possibly committed infringements is set forth in the Regulation of the Union's Court of Honour.

2. A person having lodged a statement or complaint shall be notified of the decision taken, and where an investigation has been opened on the basis of commissioning of the Court of Honour of the Union – the court as well.

#### **Article 26. Types of Decisions**

Riflemen's conduct controlling entity which has verified the details shall take one of the following decisions:

- 1) to refuse to conduct an investigation for sound reasons;
- 2) not to approve the validity of details on an infringement possibly committed by a rifleman;
- 3) to determine that despite the fact that even though a rifleman has committed an infringement, given the little significance or mitigating circumstances, the procedure of consideration of the situation is sufficient and not to impose any penalty;
- 4) to identify the infringement and to impose a penalty, and, where necessary, to impose the obligations provided for in this Code;
- 5) to identify the infringement and to impose a penalty, and, where necessary, to impose the obligations provided for in this Code, and to address the Commander of the Union with a request to file a lawsuit to the court with regard to the termination of an agreement or transaction which has been concluded in violation to this Code, or with regard to declaring such agreement or transaction invalid.

## **Article 27. Imposition of Disciplinary Penalties**

1. Riflemen shall be subject to disciplinary liability for the infringements of this Code.
2. A rifleman may be imposed one of the following disciplinary penalties for the commitment of an infringement:
  - 1) written warning;
  - 2) reprimand;
  - 3) severe reprimand;
  - 4) demotion to a lower classified position (for an indefinite period of time);
  - 5) ouster from the Union.
3. Disciplinary penalty is imposed taking into consideration the character of infringement and degree of its severity, the fault of a rifleman, and the reasons for the commitment of an infringement, aggravating and mitigating circumstances and consequences.
4. In cases where an infringement is of little significance, the rifleman's conduct controlling entities have the right not to impose any disciplinary liability and to consider a conversation with a rifleman a sufficient measure.
5. A rifleman having committed an infringement can be imposed a disciplinary penalty without taking into consideration the imposition of criminal or administrative liability. If during an investigation the rifleman's conduct controlling entities specified in this Code identify that a rifleman's activities contain possible signs of a criminal act or of infringement on administrative law, they shall notify the officers who investigate criminal activities or violations of administrative law of such discovery and shall provide them with the required details.
6. A disciplinary penalty shall normally be imposed no later than within three months after the date of discovery of a rifleman having committed an infringement. Should more than 24 months pass after the date the infringement was committed, disciplinary penalties shall be imposed where such an infringement has caused damage to the Union, public or state interests or where there are any aggravating circumstances.
7. Decision on the imposition of disciplinary penalty can be appealed against to the Union's Court of Honour in accordance with the procedure established in legislation.

## **Article 28. Mitigating Circumstances**

1. A rifleman's liability can be mitigated by the following circumstances:
  - 1) the fact that the rifleman voluntarily pays damages or remedies the damages caused without waiting for the adoption of a decision by the rifleman's conduct controlling entity;
  - 2) the fact that he publicly admits his fault, repents and apologizes;
  - 3) the fact that during the investigation he helps determine the truth;

- 4) the fact that he has committed a violation due to considerable agitation which was provoked by illegal, unethical actions of the aggrieved person;
- 5) the fact that he is minor;
- 6) other possible mitigating circumstances subject to liability.

#### **Article 29. Aggravating Circumstances**

1. A rifleman's liability can be aggravated by the following circumstances:

- 1) the fact that the infringement was committed repeatedly;
- 2) the fact that riflemen committed an infringement in cooperation with other persons (common participation of two or more persons involved in conspiracy);
- 3) the fact that they publicly mock at the investigation being carried out and the principles of ethical conduct;
- 4) the fact that during the investigation they prevent the investigators from determining the truth, fail to provide the requested and available data or provide false details;
- 5) the fact that by their activities they breached more than one requirement for the conduct of a rifleman set forth in this Code;
- 6) the fact that they involved a minor in the commitment of the infringement/offence;
- 7) the fact that there were aggravating circumstances due to the infringement committed by them.

#### **Article 30. Penalties for Breaching the Requirements of Respect for the Human Person and the State**

Riflemen having violated the requirements of respect for the human person and the state shall be imposed the following penalties:

- 1) written warning;
- 2) demotion to a lower classified position, where at least one fact of aggravating circumstances is determined;
- 3) expulsion from the Union, where there are any aggravating circumstances or if any damage is caused to the Union, public and/or state interests.

#### **Article 31. Penalties for Breaching the Requirements of Justice and Impartiality**

Riflemen having violated the requirements of justice and impartiality shall be imposed the following penalties:

- 1) a written warning;
- 2) demotion to a lower classified position, in the event of a repeated infringement and where such infringements cause damage to the state or public interests;

3) expulsion from the Union, where there are any aggravating circumstances or if any damage is caused to the Union, public and/or state interests.

**Article 32. Penalties for Breaching the Requirements of Politeness and Decency**

Riflemen having violated the requirements of politeness and decency shall be imposed the following penalties:

- 1) a written warning;
- 2) reprimand;
- 3) severe reprimand;
- 4) expulsion from the Union, where there are any aggravating circumstances or if any damage is caused to the Union, public and/or state interests.

**Article 33. Penalties for Breaching the Requirements of Responsibility and Accountability**

Riflemen having violated the requirements of responsibility and accountability shall be imposed the following penalties:

- 1) a written warning;
- 2) reprimand;
- 3) severe reprimand;
- 4) expulsion from the Union, where there are any aggravating circumstances or if any damage is caused to the Union, public and/or state interests.

**Article 34. Penalties for Breaching the Requirements of Transparency and Publicity**

Riflemen having violated the requirements of transparency and publicity shall be imposed the following penalties:

- 1) a written warning;
- 2) reprimand;
- 3) severe reprimand;
- 4) expulsion from the Union, where there are any aggravating circumstances or if any damage is caused to the Union, public and/or state interests.

**Article 35. Penalties for Breaching the Requirements of Honesty and Exemplarity**

Riflemen having violated the requirements of honesty and exemplarity shall be imposed the following penalties:

- 1) a written warning;
- 2) demotion to a lower classified position, where at least one fact of aggravating circumstances is determined;
- 3) expulsion from the Union, where there are any aggravating circumstances or if any damage is caused to the Union, public and/or state interests.

**Article 36. Penalties for Breaching the Requirements of Serving the Public Interest and Non-abuse of One's Office**

Riflemen having violated the requirements of serving the public interest and non-abuse of one's office shall be imposed the following penalties:

- 1) a written warning;
- 2) demotion to a lower classified position, where at least one fact of aggravating circumstances is determined;
- 3) expulsion from the Union, where there are any aggravating circumstances or if any damage is caused to the Union, public and/or state interests.

**Article 37. Penalties for Breaching the Requirements of Loyalty to the State, Its Institutions and the Union**

Riflemen having violated the requirements of loyalty to the state, its institutions and the Union shall be imposed the following penalties:

- 1) a written warning;
- 2) reprimand;
- 3) severe reprimand;
- 4) demotion to a lower classified position, where at least one fact of aggravating circumstances is determined;
- 5) expulsion from the Union, where there are any aggravating circumstances or if any damage is caused to the Union, public and/or state interests.

**Article 38. Penalties for Breaching the Requirements Set in Chapter III of this Code**

A rifleman having breached the requirements set in Chapter III of this Code shall be punished by:

- 1) a written warning;
- 2) a reprimand;
- 3) a severe reprimand;



- 4) the demotion to a lower classified position in the presence of at least one aggravating circumstance;
- 5) expulsion from the Union, where there are any aggravating circumstances or if any damage is caused to the Union, public and/or state interests.

## **Chapter V**

### **Final Provisions**

#### **Article 39. Validity of Service-Related (Disciplinary) Penalty**

It shall be considered that a rifleman has not been imposed a disciplinary penalty where two years have passed from the imposition of a disciplinary penalty. In the event where a disciplinary penalty was the demotion to a lower classified position, the promotion is possible where no less than two years have passed from the imposition of such penalty. A person expelled from the Union can be re-admitted to the Union when no less than three years have passed from the imposition of a penalty.