



## THE NATIONAL DIGITAL SECURITY & ANALYSIS WING

# **NDSAW DISCIPLINARY ACTIONS & PROCEDURES**

*(Confidential Document – Authorized Personnel Only)*

## **1. Introduction**

The **National Digital Security & Analysis Wing (NDSAW)** maintains the highest standards of discipline, loyalty, and confidentiality. Any officer violating these standards will face strict actions to uphold the integrity of the organization.

This document outlines the reasons for disciplinary actions and the procedures undertaken against any officer found guilty of misconduct, rule violations, or betrayal.

---

## **2. Offenses Leading to Disciplinary Actions**

An NDSAW officer may be subjected to disciplinary actions under the following circumstances:

### **A. Minor Violations (Level 1)**

- Failure to follow code of conduct (COCs).
- Unauthorized absence from duty.
- Carelessness leading to minor security breaches.
- Insubordination or disrespect toward superiors.
- Misuse of agency resources or equipment.
- Unauthorized communication with external parties.

### **B. Major Violations (Level 2)**

- Repeated minor violations.
- Unauthorized disclosure of non-critical but classified information.

- Failure to report suspicious activity within the agency.
- Endangering an operation due to negligence.
- Unauthorized access to restricted areas or systems.
- Physical altercation or misconduct while on duty.

### C. Severe Offenses (Level 3)

- Leaking **highly classified** or **confidential** documents.
- Accepting bribes or colluding with external entities.
- Engaging in **acts of treason** or espionage.
- Assisting enemies or hostile organizations.
- Sabotaging an NDSAW mission or compromising agent identities.
- Attempting to or successfully hacking into NDSAW's classified systems.
- Using NDSAW's intelligence, resources, or personnel for personal gain.
- Unauthorized handling, selling, or smuggling of weapons, classified data, or sensitive material.

---

## 3. Disciplinary Actions & Proceedings

The severity of the offense determines the actions taken against the officer. The disciplinary proceedings will be handled by the **NDSAW Internal Affairs Division (IAD)** and, if necessary, external law enforcement or military courts.

### A. Minor Violations (Level 1)

#### Actions Taken:

1. **Verbal Warning** – Issued by a superior officer.
2. **Written Warning** – If the behavior persists, a formal report is added to the officer's file.
3. **Temporary Suspension** – Up to **7 days**, if repeated offenses occur.

#### Proceedings:

- The officer will be summoned for an **internal disciplinary review**.
- A superior officer will issue a warning and provide corrective training.
- Continued violations will escalate to a **Major Violation case**.

---

### B. Major Violations (Level 2)

#### Actions Taken:

1. **Extended Suspension** – 15 to 60 days.

2. **Demotion** – Loss of rank and clearance level.
3. **Official Investigation** – Conducted by Internal Affairs.
4. **Transfer to Non-Operational Duties** – The officer will be reassigned to a non-field position.

#### Proceedings:

- A **Hearing Board** will review the case within **48 hours** of the report.
- If found guilty, disciplinary action will be enforced.
- A probation period of **6 months** may be assigned to monitor behavior.

---

### C. Severe Offenses (Level 3 - Critical Cases)

#### Actions Taken:

1. **Immediate Termination** – The officer is permanently removed from NDSAW.\*
2. **Arrest & Court-Martial** – If the offense involves treason, espionage, or criminal activity, the officer will be suspended effected immediately by the HOO.
3. **Permanent Blacklisting** – The officer will be blacklisted from intelligence services in India.
4. **Asset Seizure** – Any NDSAW-owned equipment, files, or documents in the officer's possession will be seized.
5. **Interrogation & Investigation** – To determine motives and whether external forces were involved.

#### Proceedings:

1. **Immediate Detainment** – The officer will be taken into custody for questioning.
2. **IAD & Special Investigation Unit (SIU) Review** – Evidence will be gathered for legal proceedings.
3. **Court-Martial or Civilian Trial** – Depending on the severity, the officer will face a civilian trial.
4. **Final Judgment** – If found guilty, the officer may face **Termination, Suspension, etc** depending on the crime.

---

## 4. Additional Security Measures for Internal Threats

- **Surveillance & Monitoring:** Officers under suspicion will be monitored without their knowledge.
- **Restricted Clearance:** Any officer under investigation will have their security clearance temporarily revoked.
- **Counterintelligence Actions:** NDSAW may deploy countermeasures to neutralize potential threats caused by an officer's betrayal.

---

## 5. Special Cases & Considerations

- If an officer **voluntarily confesses** before being caught, a **leniency review** may be conducted.

- **Defectors attempting to return** will be handled with extreme caution.
  - **Captured rogue officers** will undergo interrogation and will face in avertable and serious consequences.
- 

## 6. Conclusion

The NDSAW is committed to maintaining its integrity and security. Any violation of the **agency's rules, conduct code, or national security laws** will be met with **strict** and **swift action** to prevent internal threats.

This document serves as an official guideline for disciplinary actions. **Failure to comply with NDSAW's security protocols will result in serious consequences.**

Issued by:

- ☐ **NDSAW Internal Affairs Division**
- ☐ **Office of National Security Compliance**
- ☐ **Counterintelligence & Defense Division**

*(For Official Use Only – Unauthorized Distribution is prohibited.)*

**\*The Officer in question will not be recruited again by any means and all resources will be taken back along with the Officer's ID card and Badge (Taser will also be taken if given).**

*Agency Rule Violations Would Bring This Document to Exercise its Powers.*

**NDSAW**

**Rules Framework By- Vinayak.G.Niyogi (Head Of Operations)**

साहस . सुरक्षा . समाधान.