

Disciplinary Policy for International Space Station (ISS) Crew

A. Authority

The Disciplinary Policy set forth below was developed by the Multilateral Crew Operations Panel (MCOP). This Disciplinary Policy is subject to the provisions of the Code of Conduct for the International Space Station Crew (CCOC). The MCOP may revise this Disciplinary Policy as necessary, subject to MCB approval of any such changes. Nothing in this Disciplinary Policy inhibits a Cooperating Agency's ability to apply its own disciplinary policy to the ISS Crew Members it provides.

B. Scope

The MCOP will develop documentation establishing the details of this Disciplinary Policy, including:

1. a statement as to which individuals or entities will be eligible to assert that a violation of the CCOC has occurred;
2. the procedure for asserting that a violation of the CCOC has occurred, taking into account the different circumstances for asserting a violation while on-orbit or during pre-flight and post-flight activities;
3. the process through which the MCOP will make a determination that an alleged violation has or has not, in fact, occurred, with due recognition given to the fact that it is necessary to provide the ISS Commander or the Flight Director with the ability to make real time determinations;
4. the process through which the MCOP may review and affirm or reverse determinations of violations and decisions as to disciplinary measures to be applied made by the ISS Commander or the Flight Director in real time;
5. the method through which an ISS Crew Member, his or her Cooperating Agency, or other eligible entity may appeal the MCOP determination that a violation has or has not occurred or the decision as to the disciplinary measures to be imposed and the process for addressing such a challenge;
6. the procedure to protect, distribute and archive the information and data related to asserting a violation and disciplinary actions taken; and
7. the method to inform ISS personnel other than ISS Crew Members of the latest MCOP amendment to the Disciplinary Policy.

C. General Disciplinary Measures

1. Violations of the CCOC which occur during pre-flight and post-flight activities will be addressed by the MCOP. Disciplinary measures for such violations will vary depending on the severity of the violation and the extent to which the violation affects safety, operations, the interests of other ISS Crew Members, their Cooperating Agencies, or the ISS elements, equipment or payloads. The MCOP will specify further details regarding the circumstances under which any given disciplinary measure may be considered. The disciplinary measures available to the MCOP are the following:

- a. verbal warning from the MCOP;
 - b. written reprimand from the MCOP, to be included in the Crew Evaluation Report; and
 - c. removal from the crew, following full MCOP discussion of the matter.
2. Violations of the CCOC which occur during flight will be addressed immediately by the ISS Commander if it is possible to do so without compromising the safety of the crew and the ISS elements, equipment and payloads. The ISS Commander may impose disciplinary measures, appropriate to the severity of the violation, necessary to maintain order, including a harmonious and cohesive relationship among the crew, and to protect the safety of the crew and the ISS elements, equipment and payloads. The MCOP will specify further details regarding the circumstances under which any given disciplinary measure may be considered. Disciplinary measures imposed will be reported as soon as possible to the Flight Director and consist of the following:
- a. verbal warning from the ISS Commander;
 - b. written reprimand from the ISS Commander to be provided to the MCOP for inclusion in the Crew Evaluation Report prepared by the MCOP;
 - c. temporary restriction of activity by the ISS Commander with a summary of the incident to be provided to the MCOP for inclusion in the Crew Evaluation Report;
 - d. removal from duty by the ISS Commander until the Flight Director or the MCOP can evaluate the situation and take appropriate action, with a summary of the incident to be provided to the MCOP for inclusion in the Crew Evaluation Report.

D. Disciplinary Measures Specific to the ISS Commander Authority and Responsibilities

1. The ISS Commander has specific authority and responsibilities which are defined in the CCOC and which are in addition to the responsibilities set forth for all ISS Crew Members. If during pre-flight or post-flight activities the ISS Commander exceeds his authority, fails to discharge the responsibilities of ISS Commander or otherwise violates the provisions of the CCOC, the matter will be addressed by the MCOP. Disciplinary measures for such violations will vary depending on the severity of the violation but generally include any of the remedies set forth below:
 - a. verbal warning from the MCOP;
 - b. written reprimand from the MCOP, to be included in the Crew Evaluation Report; and
 - c. removal from the crew, following full MCOP discussion of the matter.

2. If during flight, on the basis of information provided by another ISS Crew Member, or in the judgement of the Flight Director, it is determined that the ISS Commander has exceeded his authority, failed to obey the Flight Director's orders, failed to discharge the responsibilities of ISS Commander, or has otherwise violated the provisions of the CCOC, the MCOP may impose any of the remedies set forth below:
 - a. verbal warning;
 - b. written reprimand to be included in the Crew Evaluation Report;
 - c. in extreme cases, the commander may be removed, and his authority transferred to another crew member, based on a recommendation made by the MCOP, subject to approval in accordance with the partners' internal agency procedures.

* *Approved by the Multilateral Coordination Board on 15 September 2000, together with the Code of Conduct.*