

# Carlton Electronics

1st July 1970

## DISCIPLINARY APPEAL COMMITTEE PROCEDURE

1. You have been selected to serve on a Disciplinary Appeal Committee, reviewing the decision to dismiss Lily Schneider from employment. The meeting lasts 30 minutes.
2. Begin by introducing yourselves and your area of Departmental interest. The list of attendees follows. A maximum of two absences from the list below is permitted.
  - i. G. Brooks (Security).
  - ii. P. Pine (Personnel).
  - iii. V. Singh (Engineering & Technology).
  - iv. D. Choudhury (Finance).
  - v. N. McCauley (Factory Operations).
  - vi. S. O'Malley (International Sales).
3. Divide the Annexes to this memorandum between you, read them, then discuss whether you believe Miss Schneider acted against the Employee Security Policy (see below).
4. After 20 minutes of discussion, each of you must state individually which of the following outcomes is appropriate.
  - i. Miss Schneider acted against the Employee Security Policy and the decision to dismiss should be upheld.
  - ii. Miss Schneider acted against the Employee Security Policy, but the security risk is low. She should be issued with a final warning and transferred to an administrative role with no security implications.
  - iii. Miss Schneider did not act against the Employee Security Policy and there should be no penalty.
5. You must seek the best outcome for the employee, your Department and the company, within the stated constraints.
6. Before the end of the meeting, decide unanimously on one outcome and complete form D2 (see below). If you cannot reach a unanimous decision by the end of the meeting, the original decision will stand.

EMPLOYEE SECURITY POLICY (EXCERPT)

This Policy aims to uphold the highest standards of security at Carlton Electronics, given the sensitive nature of Carlton Electronics' work with government.

An employee must be dismissed if they are vulnerable to blackmail from another company or a foreign intelligence service. An employee is considered vulnerable to blackmail if

a. They are, have been or can reasonably be suspected of being a homosexual.

(Other options omitted for brevity)

Summary of Personnel File

Name: Elisabeth Schneider

Date of Birth: 12.10.48

Commencement of Employment: 4.4.1966

Job title: Punchcard operator

Manager's assessment: Excellent performance. Lily carries out work to a high standard and assists other girls in operating the machines. No reprimands, other than a brief word about dress code (trousers). Although Lily is of marriageable age, she has not yet stated an intention to leave. I suggest the company makes efforts to retain her as long as possible, especially given her work for international clients and the difficulty in recruiting skilled operators.

DISCUSSION ON HOMOSEXUALITY

(EXTRACTED FROM MINUTES OF SECURITY VETTING COMMITTEE)

Following the recent change in law, certain homosexual activities are no longer illegal, if conducted in private between consenting adults.

Nevertheless, the Committee considers that, given public opinion of homosexuality, those indulging in homosexual behaviour are at considerable risk of blackmail. The Committee also noted that homosexuality remains listed as a psychiatric disorder. With that in mind, the presumption must be in favour of dismissal.

Where an employee has engaged in homosexual behaviour in the past (e.g. at school) and is unlikely to do so again, it may be considered that they are at low risk of blackmail and suitable for a post where security is a lesser concern (e.g. administration).

INTERVIEW WITH MISS SCHNEIDER

INVESTIGATOR: On 15th March, did you go to the Rosebud Club on Glebe Place?

MISS SCHNEIDER: Maybe. I do go there.

INVESTIGATOR: And how would you describe that club?

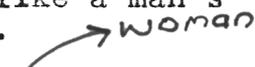
MISS SCHNEIDER: There's a stairway down to a basement. You go in. It has orange wallpaper with pictures of elephants. There's a bar and a piano player. People dance at the end of the night.

INVESTIGATOR: Is this a club for ladies?

MISS SCHNEIDER: Yes, mostly.

INVESTIGATOR: And did you dance that night?

MISS SCHNEIDER: That night, I don't remember.

INVESTIGATOR: You were seen dancing with a woman in a suit, whose hair was cut like a man's and slicked back with oil. 

MISS SCHNEIDER: That must have been Ronnie, my roommate. We often dance.

INVESTIGATOR: And you were seen kissing?

MISS SCHNEIDER: We do kiss.

INVESTIGATOR: And afterwards, you went back to your room together? Do you share a bed?

MISS SCHNEIDER: There's one bed in the room, yes.

INVESTIGATOR: Are you intending to marry, Miss Schneider?

MISS SCHNEIDER: I haven't met a man I want to marry, no.

INVESTIGATOR: And is that because you like girls rather than men?

MISS SCHNEIDER: I do like girls, that is certainly true.

MEMORANDUM ON LESBIANISM

In relation to the matter of Miss Schneider, I have been asked to clarify whether a lesbian would be considered a homosexual under the Employee Security Policy.

It is undeniable that lesbianism is a form of homosexuality and, furthermore, that lesbianism may make an employee vulnerable to blackmail. Nevertheless, since lesbians are commonly considered to be less promiscuous than male homosexuals, they may be considered at lower risk.

Nevertheless, this is not an area in which overarching guidance can be given and each case must be considered individually. I would encourage leniency, providing of course the Policy is followed to the letter.

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R. Clough (Director, Legal Department)

DISCIPLINARY PROCEDURE, DECISION FORM D2

Has the employee's behaviour contravened a Policy of Carlton Electronics?

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Which of the specified outcomes do you recommend?

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Further comments or recommendations:

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"Disciplinary" by Countess Dillymore. Play this game as real people making a hard decision. Please use safety tools - a fuller version of this game will include these - and give players a content warning for sexism, homophobia and workplace difficulties. The documents in this game are fictitious, but they are inspired by genuine documents and stories of the period and use language typical of that time. Until the 1970s, people could be and were dismissed from their jobs because of their sexuality, and women were often expected to leave jobs when they married. Until 1973, homosexuality was listed as a disorder in the Diagnostic and Statistical Manual (DSM). To read more, try James Southern, "Homosexuality at the Foreign Office"; Mar Hicks, "Programmed Inequality"; Jill Gardiner, "From the Closet to the Screen: Women at the Gateways Club 1945-1985".