

## Chapter 21

# Police Public Relations & Community

## Policing

### Introduction

498. Police organization, in a democratic polity can discharge its duties effectively only with the cooperation of the people. Public assistance is needed for prevention, detection, investigation and prosecution of cases, and also for maintaining peace during all major social, cultural, economic and political events. For eliciting and sustaining such a co-operation constant interaction with the members of the public needs to be maintained by professional public relations set up within the organization. The execution of police duties presupposes citizen and public support to police. Police need assistance of the public as witnesses, informers and supporters. The police should therefore endeavor to create impression in the public that they are their friends and are there to help them in case of need.

### 499. **Organization and Structure of Police PR Wing**

- i. In absence of Public Relation Officer of Department of Information and Public Relation in the police department Director General of Police may appoint any officer of the rank of DIG & above as public relation officer at the State level. Each district SP will function as public relation officer for his district. Professionals in print and visual media, as well as, advertising will be part of the PR set up at state police headquarters. In the other units of the police the PR functions shall be handled by

the head of the office.

- ii. All PROs, either from the police or on deputation may undergo a two-week orientation course in a professional PR Institute and one-week orientation course to be designed and implemented by training colleges with suitable curriculum with essential features of police public relations.
- iii. The overall profile of the police department and its PR objectives are to be borne in mind in all PR interactions PR wing should be attuned to serve the interests of the public and the goals of the organization. Since the services to be rendered are linked closely with the lives, possessions, liberties, rights and honor of all persons, it is all the more necessary that the public relation functions become a part of the police organization's work.

#### 500. **Functions of PR Wing**

Following are the functions of the PR wing of the police department at various levels.

- i. Illustrate and notify the public the objectives of the police, the rights of the whereas under law, the services which the police can render to the public
- ii. Highlight the constraints and problems of police with the mental strain to which the policemen are subjected.
- iii. Disseminate information on the public of police matters particularly on important incidents and crimes. And apprise the public on importance on preservation of crime scenes for evidentiary value on informing them about the importance of giving truthful information and also the need to come forward to give evidence in courts part of service to the society. In times of emergencies, serious public order

situations and outbreak of crime, provide all the information required to the public.

- iv. Elaborate the need for the public to co-operate with the police in furnishing clues, giving assistance in investigation and to come forward to figure as witnesses in the court for the effective control of crime by the police
- v. To identify favorable as well as adverse criticism on behavior of police officers as reported or appeared in news media and other sources and bring to notice of DGP and other concerned unit officers with press clippings and with their instructions issue rejoinder with facts of the case.
- vi. Maintain interaction with voluntary organizations particularly the ones dealing with the problems of children, women, scheduled castes, scheduled tribes, minorities and crime prevention societies.
- vii. Production, display and distribution of brochures, television serials, short films and other mass media to bring out the areas of police-public co-operation and highlight important aspects of police work including sensational crimes, crime prevention measures, and manner of overcoming lapses and failures in the police; and the need for effective co-operation by the public in detection, investigation and prosecution of cases. To launch internal communication programme between police officers through In-house Journals, video exhibitions, seminars, meetings etc. and to provide correct feedback of public reactions and their grievances from publications or other media as well as opinion leaders.
- viii. Setting up and running of an Information Centre and arrange press conferences with senior officers when necessary and maintain close liaison and relation with media and organize seminars with media and police officers to evolve better communication, understanding and co-operation in police work.

## **Internal Efforts**

501. No amount of effort in public relations will yield the desired results unless it starts first with the police personnel themselves. With a view to developing better internal relations publications of various types can be published and circulated among the staff.

502 **In House Journal, Magazine and Publications:** This is a channel of communication for the police personnel of all ranks to get themselves acquainted with the police functioning in all respects. It provides a medium for expression of views and communication of various developments in the department from time to time. It is also a means by which the personnel can communicate with one another. The contents of these print outs should be devoted to discussion on police duties, personnel problems, cases of good work, updating of knowledge, and the views of the public. The policies of the department and the legal changes are also incorporated in the departmental publications.

## **PR as Part of Police Training**

503. The training programmes of the Constables and other police officers should include a module on public relations. Lectures should be organized on PR to the trainees in the training institutions by professional public relations officers. Stickers, motivation posters for different categories of officers and a short poster on code of conduct, do's and don'ts for field police officers displayed at all police station, training institutions, inside the police buildings, police rest houses, barracks, parade ground etc. should be done to improve the communication with the employees. Bulletin board is an effective medium of internal communication which serves the purpose of talking to the personnel and listening

by the personnel. This has to be a permanent information fixture particularly in the police stations, control rooms, police headquarters of the districts and the headquarter of the battalions and the police training institutions.

## **External Public Relations**

504. PROs should be in regular touch with the Information and Public Relations Department of the State Government, Door-Darsan, All India Radio, the Directorate of Field Publicity of the Government of India etc. and organize publicity for all the good work done by the police since positive work usually does not readily attract the attention of the media. The external public relations campaign should be designed to inform, educate, build awareness and confidence in the minds of the public by adopting the following methods.

- A.     **Educative slogans:**** These can be publicized through posters, hoardings, newspapers, radio, television, and printed literature, and electronic display, meetings with voluntary bodies, audio visuals and direct interaction with public.
  
- B.     **Newspapers:**** This is a powerful media and is read by a large number of people and still those who read and discuss about what they read influence a larger number. Regular press releases in a neat format containing information from time to time on important policy decisions, events, bundobusts, crime information, clarifications, traffic diversions, arrangements for fairs, festivals, elections and in times of emergencies, peace and order situations would go a long way in keeping the public properly informed. Press

conferences by senior officers occasionally, and whenever situation demands is a useful method of direct interaction with the press and also indirectly with the public. The rejoinders, letters to the Editor and clarifications in a proper format would enable clarifications and action taken on grievances brought to notice. Press clippings provide useful feedback to the police officers and enable them to respond or take suitable measures.

**C. Electronic Media:** The educative slogans may be displayed or read out through the electronic media and radio. Arrangements to make special announcements in the news channels and in cases of emergencies even by interrupting the normal programmes are an effective means of communications. Interviews with senior officers, telecast on specific topics or matters of interest would also help in improving the information to the public. The news releases made to the newspapers should also be conveyed through the radio and television channels. The other forms of audio and visual media which can be utilized are documentaries, commercial spots, panel discussions, talks, special announcements, specialized audience programmes, film strips, tele-films, cinema slides, video cassettes, news photographs, and photographs for TV, pictorial albums and record albums.

**D. Advertising:** The main objective of advertising is to disseminate information of major schemes or situations, significant achievements, building up of an image based on performance. It is also a method of presenting the good news covering the major achievements, which sometimes the media may not normally print or give due position or importance. This may be done in all the three media particularly in the print and the visual media. Advertising may be done through press, radio, TV and film ads, and outdoor

hoardings and also through classified public service and institutional advertisement.

- E. Audio-Visuals:** This is an effective media to give a glimpse of the functioning of the organization for the benefit of employees as well as others and to select audiences like visiting dignitaries, elected representatives, institutions, students and those who visit the departments and its facilities.
- F. Exhibitions:** The trade fairs, industrial and agricultural exhibitions and rural exhibitions can be utilized for visibility campaign through erecting police stalls portraying the work being done by the department.
- G. Traditional Media:** This media through songs, dances, drama, and other folk forms lends itself as a very good media for communication with the public. Being live forms they have a powerful appeal if properly conceived and correctly portrayed. Apart from professionals, police officers themselves who have the necessary talent can be utilized to stage such programs. Talented teams can be prepared to tour different areas staging plays and other programmes utilizing the latest sound, light and music equipment.
- H. Other Media:** This includes open house discussions, bulletin boards, sponsorship of sports, art and culture, professional awards and scholarships etc. The sports and culture media is of advantage as policemen have the capacity of attractive display talents of mass drill and other specific forms of martial arts which have a relation to their profession. These shows attract large gatherings and are a good media of communication. They also provide a feedback to the department directly.

- I. **Verbal Communication:** The conferences, meetings, group discussions, seminars, meeting the public, which should be fully used and utilized for developing, should police public relations.
  
- J. **Meeting the public:** The grievances of the public will be known better if the officers meet the public face to face. These meetings should take place when the officers go on tour or on inspection. The visits should be to various villages and localities. Meetings on specific subjects or on specific problems with those affected or likely to be affected should also be convened to know the correct facts and the feelings of the public apart from their views.
  
- K **Evaluation:** The primary duty of the PR organization and the senior officers is to evaluate the impact from time to time of the public relations function. The evaluation should be in terms of the employee's response and the extent to which knowledge, interest, acceptance and sympathy have replaced the ignorance, apathy, prejudice or hostility respectively. The results should be studied and suitable modifications made to improve the impact of the information on public relations exercise.

### **Some Specific Steps to Better Public Relations**

505. The expectations from the public relations organization of the police will be the same as in organizations and are briefly mentioned below:-

- a. Sharpen staff communication skills and maintain good media relations by both receiving and transmitting information of interest to the organization;

- b. Staff should keep the eyes and ears open to peoples' reactions;
- c. Police should act as an ambassador of the department;
- d. Police leadership should create an all-round understanding of management problems and actions;
- e. Efforts should be made to project the image to various publics;
- f. The PR wing should serve as an antenna-cum-receiver by providing feedback information and disseminating department's policies both with the employees and the public.
- g. Identify problems and measures to solve them;
- h. Serve as facilitator lubricants of communication between the department and the public;
- i. Make the management public relations conscious.

### **Do's and Dont's for Public Relations Officers**

506. Following are source of the things which the police PROs should do and develop in themselves.
- A. Skill in communication and full knowledge of both mass and traditional media;
  - B. Intimate knowledge of the organization to act as a source of information;
  - C. Ability in voracious reading, writing, speaking and patient listening;
  - D. Anticipating change and ability in understanding human environment;
  - E. Organizing ability and capacity to get along with people;
  - F. Extrovert, team spirit, positive thinking;

- G. Good at media relations to get fair coverage;
- H. Eyes and ears to represent both the department and public as a harmonizer between the public and the department;
- I. Possess good grasp of imagination and sound judgment;
- J. Honest, sincere and hard-working.

507 The PR wing staff should avoid doing the following things.

- A. Never think public relations are 'panacea' to all police problems;
- B. Never be a panegyric;
- C. Never seek personal publicity.

### **508. Liaison with State Information and Public Relations**

**Department:** Government has a full-fledged, well equipped and organized public relations network in the State headed by Commissioner/Secretary for Information & Public Relations Department. The facilities, equipment and infrastructure are meant for all government departments including the police department. They have representative units in every district and maintain constant interaction with the news media. The PR organization in the police must be in close touch with the State Information Department and provide all assistance to them to disseminate information regarding the police. The public relations campaign of the department can be successfully done through cooperation of the State public relations wing. The SsP should similarly utilize the services, equipment, infrastructure and other facilities available with the department in their districts. There should be frequent interaction between them and

the police officers so that the larger infrastructure can assist the police in better communication with the public. The Government of India has its organizations like Directorate of Field Publicity and Audio-Visual Publicity, Publications Division, Doordarshan, and All India Radio connected with the department of Information and Broadcasting. A proper liaison is necessary with these organizations that have a responsibility for conveying information of any government organization to the public. In fact, the Doordarshan and the AIR have specific policy priorities to convey matters of police interest or emergencies. Even though these organizations have other priorities they do take up police programmes on a regular basis. Doordarshan particularly the local channel can have a specific time fixed for police programmes.

### **Community Policing : Concept, Application and Areas.**

509. Community Policing like normal policing is done in consultation, cooperation and partnership with the community at large.

510 "Community Policing is both a philosophy and an organizational strategy, that allows the police and the community to work closely together in creative ways to solve the problems of crime, illicit drugs, fear of crime, physical, and social disorder neighborhood decay and the overall quality of life in the community. The philosophy rests on the belief that people deserve input into the police process, in exchange for their participation and support. It also rests on the belief that solutions to today's community problems demand freeing both people and the police to explore

creative and new ways to address neighborhood concerns beyond a narrow focus on individual crime incidents.

### **Principles of Community Policing.**

511. Following are some of the principles of community policing:

1. The basic mission of police is to prevent crime and disorder as an alternative to the repression of crime and disorder by military force and severity of legal punishment.
2. The ability of the police to perform their duties is dependent upon public approval of police existence, actions behavior, and the ability of the police; to secure and maintain public respect.
3. The police must secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain public respect.
4. The degree of cooperation of the public that can be secured diminishes proportionately and the necessity for the use of physical force and compulsion in achieving police objectives.
5. The police should use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice, and warning is found to be insufficient to achieve police objectives; and police should use only the minimum degree of physical force which is necessary on any particular occasion for achieving a police

objective.

6. The police at all times should maintain a relationship with the public. They should follow the principle that police are the public and that the public are the police.
7. The police should always direct their actions towards their functions and never appear to usurp the powers of the judiciary by avenging individuals or the state, or authoritatively judging guilt or punishing the guilty.
8. The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with them.

### **Components of Community Police Relations:**

512. Police Community relations may be viewed as a kind tripod based on three equal components. These are:

1. Public Relations
2. Community service
3. Community Participation

### **Key Characteristics of Community Policing**

513. The essence of Community Policing is to minimize the gap between policemen and citizens to such an extent that the policemen become an integrated part of the community they serve. In other words the individual policeman should know each member of the community and he should, in turn, be known by them. That is to say there is no anonymity for either of them and their develops between them a relationship of harmony and trust. Such a relationship is vital for the

development of their abilities and initiatives to solve problems of crime and social disorder.

- (a) Community policing - that it is based on a 'small scale approach.'  
The basic unit of Community Policing should be geographically, and demographically, compact enough to enable a foot-patrolman to know all and everyone within a reasonable span of time and in turn be himself known in the community. Such thorough and personal knowledge will help the policemen to take proactive measures to prevent crime and disorder in the area under his charge, both by his own efforts and by making use of the community's help and resources. The policing and security needs of a compact geographical area can be easily identified and attended to by employing local resources. Such knowledge will also have its impact on local anti-social behavior, apart from keeping the outsiders at bay.
- (b) Pro-active steps will lead to the growth of co-operation and partnership in crime-prevention and security in the local area and shall earn the Community Police Officer the acceptance and trust of the community. When such bonding takes place it shall also bring the community together and enhance the citizens' ability to resolve their conflicts without even involving the policeman.
- (c) Another key element of a successful Community Policing Project is localized decision making. What is to be done to prevent crime and disorder in a particular community or locality', has to be worked out, decided and implemented by the police officer serving the local area in consultation with members of the community. This will require devolution of decision making power in such matters to the Beat level Police Officers. In the absence of such devolution, when the Beat Level Police Officer is seen referring such matters

to his superiors for decision, his effectiveness as a police officer will be reduced. Hence it is necessary that sufficient freedom of action and power to decide is delegated to the Beat Level Officer.

- (d) One key to the success of any Community Policing Project is the ability of its 'sponsors' to 'sell' the project to its beneficiaries. It will be a mistake if one thinks that the community is the only beneficiary of such a project. The Community Police Officers at the beat level, who shall generally be in the ranks of Constable and Head-Constables, are as much its beneficiaries as anyone else.

#### 514. **What is Community Policing and What is it not?**

##### **I. Community Policing is :**

- (a) A philosophy based on the concept that Police Officers and private citizens' work together in a creative way to help solve contemporary community problems related to crime, fear of crime, disorder and neighbourhood decay.
- (b) Developing a new relationship with law abiding people in the community, allowing them a greater say in setting local policing priorities, and involving them in efforts to improve overall quality of life in their neighbourhood.
- (c) Shifting of focus of police work from handling random calls to problem, solving
- (d) Putting the Beat Police Officer in face-to-face daily contact with people in the area so that the officer owns the Beat areas, develops rapport with the people and earns their trust.
- (e) A situation where the police serve as a catalyst and the" people accept their share of responsibility for solving local problems related to crime, disorder and security. .
- (f) Down to bottom approach where decision making is decentralized and initiatives come from the local community and the beat police

officer.

## **II. Community Policing is not:**

- (a) A technique
- (b) Public Relations
- (c) Anti-technology
- (d) Soft on crime
- (e) A cosmetic change
- (f) A top down approach
- (g) Another name for social work
- (h) Something to be displayed or dramatized

### **Object of Community Policing:**

515. The avowed object of Community Policing should be to minimize the gap between policemen and citizens to such an extent that the policemen become an integrated part of the community they serve and they earn the acceptance and trust, of the community, leading to spontaneous co-operation from people in crime prevention and security in the local area, and resulting in a lasting partnership between the police and the community."

### **Parameters of Community Policing**

516. Some of the important parameters of community policing are following :

1. **Citizen input** : Community Policing redefines the relationship between the police and the community. Police is required to be responsive as well as accountable. Restructuring of policing priorities according to public, expectations is an important component. This also presupposes opening of channels of communication with all law-abiding members of the society and

not merely the 'community leaders', and using their goodwill and help in preventing crime and disorder.

2. **Nature of Policing** : The job of the police is seen as enhancing neighborhood security, resolving conflicts, facilitating victim assistance, reducing fear of crime, and addressing localized community concerns like neighborhood decay etc. There has to be a realization that police function cannot be reduced to the narrow confines of apprehending criminals, call handling and enforcing regulatory laws. The police is expected to actively intercede in respect of such broad functions as Traffic Safety (Education and awareness), Drug abuse, Absenteeism of children from school, domestic violence, rehabilitation of victims of crime, security of women and maintenance of order in public places and streets.
3. **Personalized Service Delivery**: Community policing emphasizes quality of service, citizen satisfaction, and police's responsiveness to the community. It requires greater flexibility of response to emerging problems. Orientation of personnel to treat citizens as real people and not merely numbers is essential. Attitude of officers heading the Police needs to be helpful and flexible rather than bureaucratic and overbearing. It also requires that citizens are approached both individually and collectively by the Beat Police Officers.
4. **Decentralized Decision making** : Community Policing requires an institutionalized internal philosophical support to promote decision making, risk taking, creativity and innovation. It

empowers employees, especially frontline policemen, by giving "them the authority, and support, to make decisions. The goal is to free officers so that they become enthusiastic about the possibilities and not to get bogged down by paper work and red tape. Such empowerment will earn the policemen the trust and support of the community and make delivery of quality service possible.

5. **Problem Solving:** Pro-active action is an important feature of Community Policing. Proactive steps taken by the police will lead to growth of co-operation from the community and development of a partnership in crime prevention and security in the local area. "**Problem-Solving Approach**" of the Police is an important facet of pro-active action.
  
6. **Geographic Focus :** Community Policing adopts a geographic focus to establish stronger bonds between officers and neighborhood in order to increase mutual recognition, identification, responsibility and accountability. By its very name Community Policing implies an emphasis on places more than on functions. The Beat being the smallest unit of Police work and functions and the 'Beat', is at the centre of any mode for Community Policing. It is also important that Beat Patrol officers are assigned to geographical beats for extended period of time instead of being shifted frequently.
  
7. **Police Community Consultation:** Every work done by a policeman in the discharge of his duties is, directly or indirectly, a device to the community, and the- policeman cannot expect to accomplish his numerous tasks without active and positive help from the community. So, the very nature of police work is such

that consultation with the community becomes a pre-requisite. Consultation with the Community can be both formal and informal. Such consultation should aim at creating an environment, which enhances public peace and ensures effective and efficient delivery of service. The Policemen must consult the community not only to find out the community's 'service needs' but also to find out the 'manner in which the community wants those services to be delivered. Such consultations should be an ongoing exchange and not an 'once in a year' affair. It should be a process of regular dialogue and it should lead to a decision.

8. **Community Participation:** Community participation is crucial in any programme of community policing. It also means the people volunteering their time for community projects. It will also mean that people will be asked to solve problems themselves, rather than to turn to the police for formal help. Community policing is a way to remind everyone that it is a mutual partnership to help make the area a safe and attractive place to live and work.

9. **Commitment to Community Empowerment** : Community policing's organizational strategy first demands that everyone in the police department, including both civilian and sworn personnel must investigate ways to translate the philosophy of power sharing into practice. This demands making a subtle but sophisticated shift so that everyone in the department understands the need to focus on solving community problems in creative, and often ways, that can include challenging and enlightening people in the process of policing themselves. Within the community, citizens must share the rights and responsibilities implicit in identifying, prioritizing, and solving problems, as full-fledged partners with the police.

10. **Ethics, Legality, Responsibility and Trust:** Community policing implies some kind of a contract between the police and the citizens they serve.. This relationship is based on mutual trust and respect. It also suggests that the police can serve as a catalyst, challenging people to accept their share of responsibility for regulating and improving the overall quality of life in the community. Community policing means that citizens will be asked to handle more of their minor concerns themselves, but in exchange, this will free police to work with people on developing immediate as well as long term solutions for community's concerns such as crime, drugs, vice and gambling, in ways that encourage mutual accountability and respect.
  
11. **Expanding the Police Mandate:** Community policing adds a vital, proactive element to the traditional reactive role of the police, resulting in a full spectrum of policing services. As the only agency of social control open 24 hours a day, seven days a week, the police must maintain their ability to respond immediately to crises and crime incidents. Community Policing also broadens the police role so that the police can make a greater impact on making changes, today that hold the promise of making communities safer and more attractive places to live tomorrow.
  
12. **Demonstrating the benefits:** The Model for Community Policing can work successfully only when it is owned by those who are supposed to operate it, and who are the most likely beneficiaries.
  
13. **Selling, the Idea:** Policemen in India see themselves in adversarial situation vis-à-vis citizens and as a class, are resistant to change, and unless the protagonists of Community Policing, manage to sell

them the idea, it is apprehended that all Community Policing initiatives will fail. And for 'selling' the idea to them, Police Leadership must demonstrate to them the tangible benefits accruing to them. Such benefits can be in the form of people's help in their day to day work, their-raised self esteem, reduction of stress, and probably lesser work-load etc.

14. **Grass-Roots Creativity and Support** : Community Policing promotes the judicious use of technology, but it also rests on the belief that nothing surpasses what dedicated human beings, talking and working together, can achieve. It invests trust in those who are on the frontlines together on the street, relying on their combined judgment, wisdom, and experience to fashion creative new approaches to contemporary community concerns and problems, and it devise innovative solutions.

15. **Internalize Change**: Community policing must be made a fully integrated approach that involves everyone in the department, with community policing officers serving as generalists who show the way to bridge the gap between the police and the people they serve. The community policing approach plays a crucial role internally by providing information about the awareness of the community and its problems, and by enlisting broad based community support for the department's overall objectives.

16. **Building for the Future**: Community policing provides a decentralized and personalized police service to the community. It recognizes that the police cannot impose order on the community from outside, but that people must be encouraged to think of the police as a crucial resource that they can use in helping to solve contemporary community concerns. It is not a tactic to be applied

and then abandoned, but a new philosophy and organizational strategy that provides the flexibility to meet local needs and priorities as they change over time, with an eye on the future.

#### 517. Community Liaison Group

1. District Superintendent of Police in consultation with the District Magistrate shall constitute a community liaison group for each police station, comprising respective local residents of the area with unimpeachable character and antecedents, including retired public servants and head of teaching institutions, as representatives of the community, to generally advice the police in their functioning.
2. The community Liaison shall have a fair representation of gender, and all other segments and professions of the society in villages following in the police station area.
3. A community liaison shall have two representative nominated by each Panchayat samiti in the jurisdiction of the concerned police station from amongst its member.
4. No person convicted by a Court of law or against whom charges have been framed by a Court of law in a criminal case, or dismissed, removed, discharged or compulsorily retired from any employment on grounds of corruption, moral turpitude or misconduct shall be eligible to be inducted into the community liaison group.
5. No person who is connected with any political party or any organization allied to the political party, other than the nominated representative of Panchayat

Samiti, shall be eligible to be inducted into the Community Liaison Group.

6. The Community Liaison Group will identify the existing and emerging the policing needs of the area, which will be taken into consideration by the SHO while preparing the annual policing strategy and action plan for his jurisdiction for submission to the District Superintendent of Police.
7. Community Liaison will meet as frequently as necessary, and atleast once in each quarter of a year. The meetings of the community liaison group shall be attended by the Sub-Divisional Magistrate and Sub-Divisional Police Officer as well as the SHO. The meetings shall be open to the public.

#### **518. Village/Town Defense Parties**

1. Whenever it appears, on the basis of information received, that there is likelihood of violence or measure crime or damage to property to any area, the superintendent of police, in consultation with District Magistrate, may direct organization of a group of local respectable person for each village or cluster of villages or town for the purpose of carrying out preventing patrolling, promoting crime reduction measures and generally assisting the police in their functioning.
2. The group may not normally consist of more than 15 members, with provision of having more than one village/town defense party if the size and population of the village or cluster of villages so require. The composition of the party shall reflect the diversity of the local population including adequate gender representation.
1. Members will be inducted into the village/town defense parties by the Superintendent of Police in consultation with the community liaison group from amongst able bodied persons, and with good

- character and antecedents, who are permanent residents of that village or town. The Superintendent of Police shall appoint one member as a leader of a party based on his experience and leadership qualities, and may replace a member or the leader in case his work or conduct is not satisfactorily.
2. No person convicted by a Court of law or against whom charges have been framed by a Court of law in a criminal case, or dismissed, removed, discharged or compulsorily retired from any employment on grounds of corruption, moral turpitude or misconduct or are not connected with any political party or any allied organization thereof shall be eligible to be inducted into the Village/town defense party.
  3. A village/town defense party shall be organized for a period not exceeding 30 days. Superintendent of Police in consultation with the District Magistrate may extend for a further period of 30 days, for reasons to be recorded in writing.
  4. Membership of the Village/town defense party shall be voluntarily and honorary. The SP will make arrangements for trainings of the members of Village/town defense party.
  5. Members of the Village/Town Defense party shall wear the identification badge issued by the District Superintendent of Police if considered necessary by him.
  6. Any person who for any reason ceases to be a member of a Village/Town Defense Party shall forthwith deliver to the Superintendent of Police or to an office authorized by him, his identification Badge and all records and documents maintained by him as a member of the Village Defense Party.
  7. In the event of any complaint against Village/Town Defense Party or its members, the Superintendent of Police will take appropriate action, including, if necessary, removal of the concerned members.