

Facts that Jeremy Dear and NUJ Lawyers do not want NUJ Members to know.

Distribution Proviso

The author and publisher has restricted access to this series of articles to National Union of Journalists (NUJ) and International Federation of Journalists (IFJ) members (also named parties) pending investigation of alleged criminal activity and legal action under: Trade Union and Labour Relations (Consolidation) Act 1992; Solicitors' Code of Conduct 2007; Solicitors Act 1974; Administration of Justice Act 1985; Courts and Legal Services Act 1990; Fraud Act 2006; Employment Equality (Age) Regulations 2006; Vienna Convention on Consular Relations; and, Universal Declaration of Human Rights.

This proviso in no way restricts NUJ and IFJ members from releasing excerpts (with accreditation) to interested third parties including news media. Separate exposés cover unethical and illegal activities by London Freelance Branch officials in a consort with National Executive Council officers.

Independent investigation by law enforcement agencies involves an alleged pattern or practice of joint and several illegal or criminal activities by: National Union of Journalists (NUJ) executives, lawyers, and staff; National Executive Council (NEC) officers; and, London Freelance Branch (LFB) officials.

The author has little personal knowledge of other branches and chapels which do not form part of intended civil and criminal complaints; therefore, he has no opinion on their activities. Adverse comments, all verified and validated to insure accurate reporting, meet legal requirements.

NUJ Code of Conduct calls for its members: "to produce no material likely to lead to hatred or discrimination on the grounds of a person's age, gender, race, colour, creed, legal status, disability, marital status, or sexual orientation", that a person's age should only appear if strictly relevant, and that they should neither originate nor process material which encourages discrimination, ridicule, prejudice or hatred on those grounds. [*NUJ Code of Conduct*]

Repeated insolent and evasive acts by NUJ officials (including in-house solicitor Roy M Mincoff already under investigation by Solicitors Regulation Authority for professional misconduct) have derogated a senior to such an extent he has now filed complaints with other law enforcement agencies. Mincoff evaded his responsibility to investigate complaints exhaustively and without bias then derogated the complainant.¹

Agism promotes political paternalism which demands, contrary to democratic practice, that members take care what they say, what they think, and what they do, offends nobody. It encourages them to decide issues, not on evidence or merits, but based upon the behavior of an oligarchy. They then gain suitable rewards as politically correct clones for following the ideology taught by a political commissar.

Cloning presents a real threat to trade unionism. That threat lies in the non-selection and non-promotion of those with nonconformist views. This process results in the standard of quality

and excellence emanating from oligarchs determining the outcome of issues. Consequently, cloning supports an instinct toward conformity.

Conformity eliminates inconvenient nonconformity (also honest dissent) and the usurped power of the oligarch remains safe from free expression.² NUJ officials neglect to differentiate between malicious *ad hominem* and satire (a legal means of expression) then, in ignorance, they scream “libel” and “slander” when they think that satirical content or reasoned argument entirely applies to them despite having made their own interpretation. Satire and political cartoons classify as protected speech even if the targets do not appreciate the humor. [*Satire and Affect*]

The legal term "derogation" defines as: communication that belittles a person which negatively affects his reputation and reduces the effectiveness of laws or rules. NUJ officers and officials deviated from legal precedents or expectations with intent to abrogate laws and established a pattern or practice of age discrimination. A “pattern or practice” defines as, and manifests in, two or more organized acts or instances which indicate ensuing activity and a distinctive pattern.

Wrongful use of language by NUJ officials evades a responsibility to investigate complaints exhaustively and without bias. The number and frequency of those acts reveals an organized campaign which leaves no alternative but to file a request for investigation under Employment Equality (Age) Regulations 2006.

That act applies in England, Scotland and Wales, and provides protection against age discrimination in employment also training and adult education, for people of all ages. It particularly applies to freelance journalists and members of trade unions or professional associations. The principle types of age discrimination relate to harassment, victimization and indirect discrimination.

Stereotyping and prejudice against individuals or groups based upon their age legally defines as agism which interprets as discrimination against seniors patterned after, and equal to, sexism and racism. Agism evolves from a combination of prejudicial attitudes toward older people and the protocols that govern institutional practices and policies. It ranks as the most pervasive form of prejudice currently experienced within the UK which NUJ currently manifests in its practices. [*Agism*]

Harassment and coercion (compulsion by force of authority) rank as illegal under the act. The legal meaning of harassment: unwanted conduct, on the grounds of age, which has the purpose or effect of violating a person’s dignity, or creating an intimidating, humiliating or offensive environment for that person. It has also become unlawful to harass someone about the age of someone with whom they associate.

Victimization has a specific meaning under discrimination law. It means unfair treatment for filing an age discrimination complaint or giving evidence when somebody else complains of age

discrimination. Indirect discrimination means having a policy or practice that puts people of a certain age group at a disadvantage, compared with other people.

Under the new law, direct and indirect discrimination will be unlawful unless the culprit can justify the discrimination or that an exemption applies. Derogation forms a prime means of coercion used to control and belittle senior citizens prevalent among National Union of Journalists (NUJ) officers and officials. [*Derogation - Case Studies*]

Nmesis.

1. Solicitors' Code of Conduct, Rule 6, pp 92-102, generally. Equality and Diversity. 6.01 Duty not to Discriminate. (1) You must not in your professional dealings with employees, partners, members, directors, barristers, other lawyers, clients or third parties discriminate, without lawful cause, against any person, nor victimise or harass them on grounds of . . . (e) age.
2. John Kenneth Galbraith, *A View from the Stands* (Boston, MA: Houghton Mifflin). 1986, 127.

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