

CODE OF CONDUCT/ETHICS POLICY

BREACH
in code.

Submit complaint to President/Board
according to the:
FORMAL COMPLAINTS POLICY

President decides if the
complaint is:

FRIVOLOUS or
VEXATIOUS

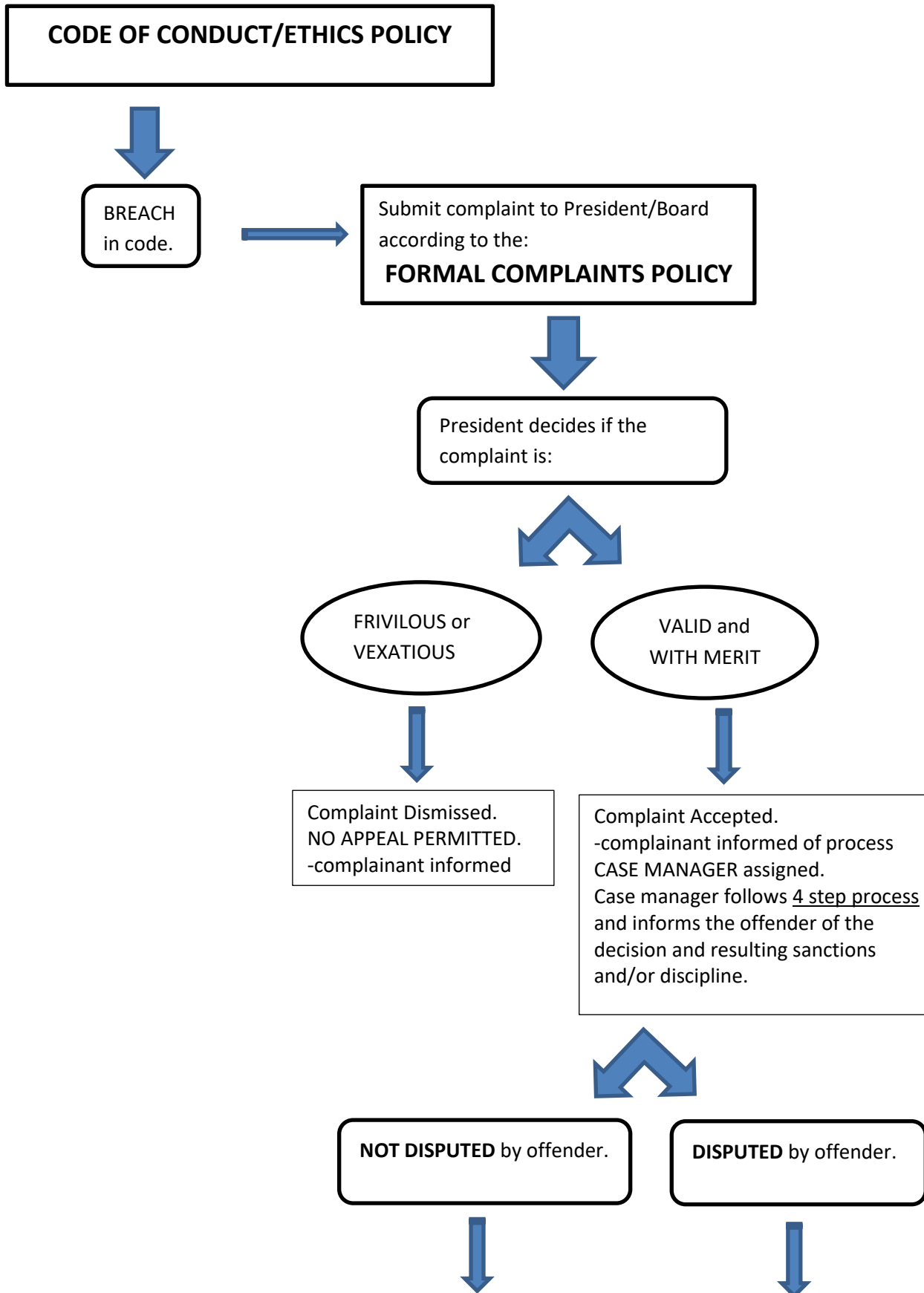
VALID and
WITH MERIT

Complaint Dismissed.
NO APPEAL PERMITTED.
-complainant informed

Complaint Accepted.
-complainant informed of process
CASE MANAGER assigned.
Case manager follows 4 step process
and informs the offender of the
decision and resulting sanctions
and/or discipline.

NOT DISPUTED by offender.

DISPUTED by offender.



Apply sanctions and/or discipline.

Resolve in one of the following ways:

1) **DISPUTE RESOLUTION POLICY**
or **DISCIPLINE POLICY**

2) Independent Hearing with the offender present (a section within the Discipline Policy).

3) Independent Review without offender present.



Decision accepted by offender:
-sanctions and/or discipline applied.

Decision rejected by offender:
-follow **APPEALS POLICY**