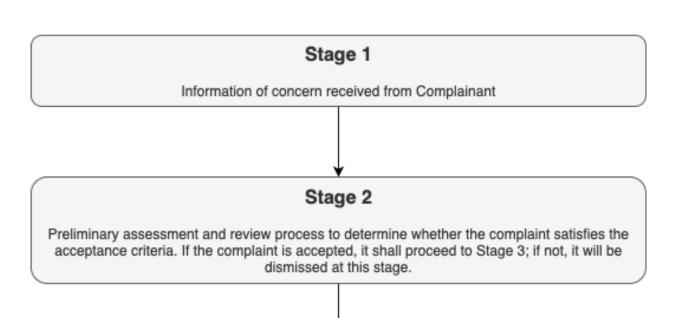


Complaints and Disciplinary Committee (CDC) process diagram



Stage 3

Referral for inquiry

A comprehensive investigation will be conducted, during which the member will be asked to provide a formal response and further clarification may also be sought from the Complainant. The process may also involve the appointment of an Independent Investigator.

Thereafter, the Investigating Panel will determine whether to progress the complaint to Stage 4, dismiss it, conclude the matter with advice, or issue an offer of a reprimand.

Stage 4

Disciplinary Panel Hearing

The Disciplinary Panel (DP) is separate from the Investigating Panel (IP) that considered the matter at Stage 3, and is made up of different individuals. If the DP finds the facts proved on the balance of probabilities and determines that they amount to serious misconduct, the range of available outcomes includes: issuing a reprimand and/or warning; imposing a suspension for up to 12 months; or removal of membership status.