

Step 1: Complaint Intake

(1-6 weeks)

Complaint submitted

RA Ethics Professionals and Ethics Committee co-chairs review the complaint

Criteria for a complaint review:

1. Is the rabbi named in the complaint a member of the Rabbinical Assembly?
2. If the Ethics Committee finds that the behavior in the complaint did in fact occur, would that behavior violate the Code?

Complaint does not meet criteria for an Ethics Committee review and is not advanced. Ethics Coordinator informs complainant.

Complaint meets the criteria for an Ethics Committee review. Ethics Coordinator meets with complainant to explain the complaint review process.

Ethics Coordinator and Chair meet with respondent to explain the complaint review process and share the complaint
(Respondent is given 10 days to respond to the complaint)

Complaint and response reviewed by Ethics Committee

Complaint does not meet the criteria to advance to a complaint review process.

Complaint meets the criteria to advance to a complaint review process.

Step 2: Complaint Review

(3-6 Months)

Panel is formed and develops the complaint review plan
(Panels include 3 members of the Ethics Committee and the identified outside expert/s)

Panel meets with complainant and respondent
(2 separate meetings)

**Panel reviews information shared by
complainant and respondent.**

**Panel meets with individuals
recommended by complainant and
respondent who can provide insight
into the substance of the complaint**

**Panel assesses entirety of
information gathered to prepare a
recommended determination for the
Ethics Committee.**

Step 3: Determination
(1-2 months)

Panel chair presents findings and recommended determination to Ethics Committee for vote

Ethics committee requires revisions and the panel reconvenes.

Ethics committee affirms recommendations and determination of panel

Panel shares determination with complainant and respondent.

Published Determinations

- Suspension with Mandatory Accountability Plan
- Expulsion from RA

Unpublished Determinations

- No Finding
- No Violation
- Near Violation with recommended Accountability Plan
- Mandatory Accountability Plan
- Probation with mandatory Accountability Plan and RA restrictions

Published determinations are sent to the RA Executive Council for a vote

Step 4: Mandatory Accountability Plan
(1-2 years for the Accountability Plan plus 2 months for the review process)

Elements of an Accountability Plan

that a respondent must complete may include some or all of the following:

- Education
- Professional Coaching
- Psychological Evaluation
- Substance Abuse Treatment
- Spiritual Mentoring
- Therapy
- Written Reflections

Ethics Coordinator begins oversight of Accountability Plan

- Confirms involvement of appropriate professionals
- Assures professionals are aware of findings and areas for growth
- Monitors for respondent compliance

Panel assesses completion of all steps of Accountability Plan

Panel makes final recommendation to the Ethics Committee for a vote
(in cases of suspension that recommendation is then advanced to the Executive Council for a final vote on membership status)

Panel informs complainant and respondent of completion of the process.