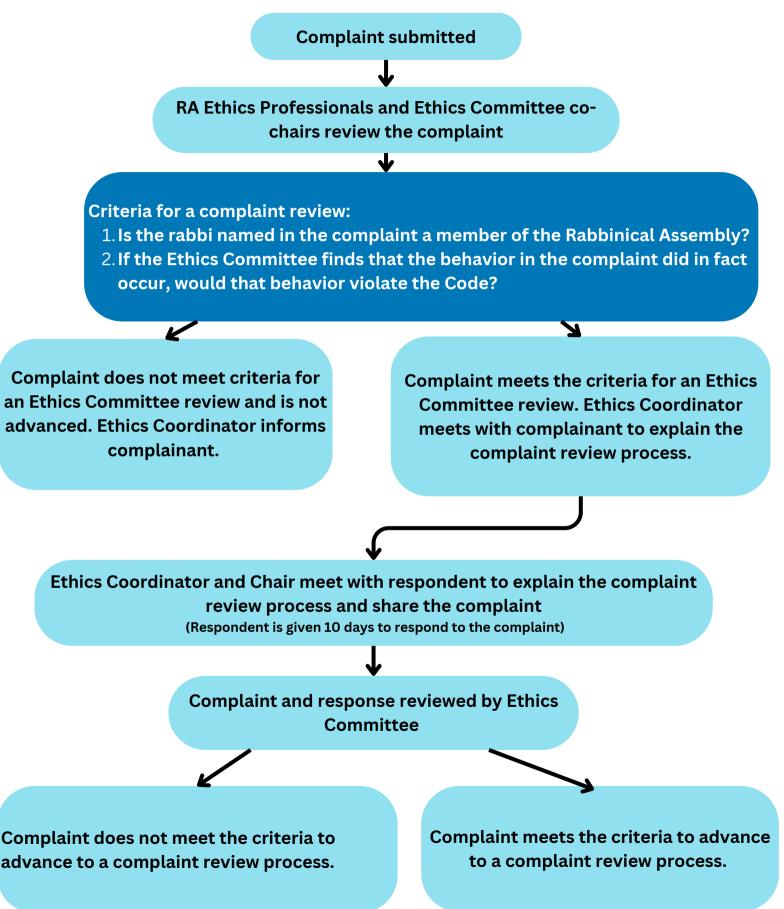
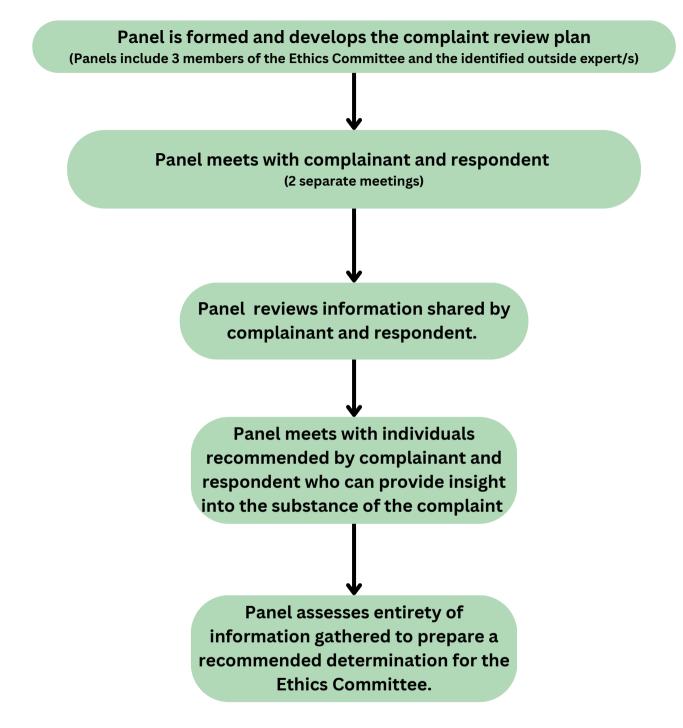
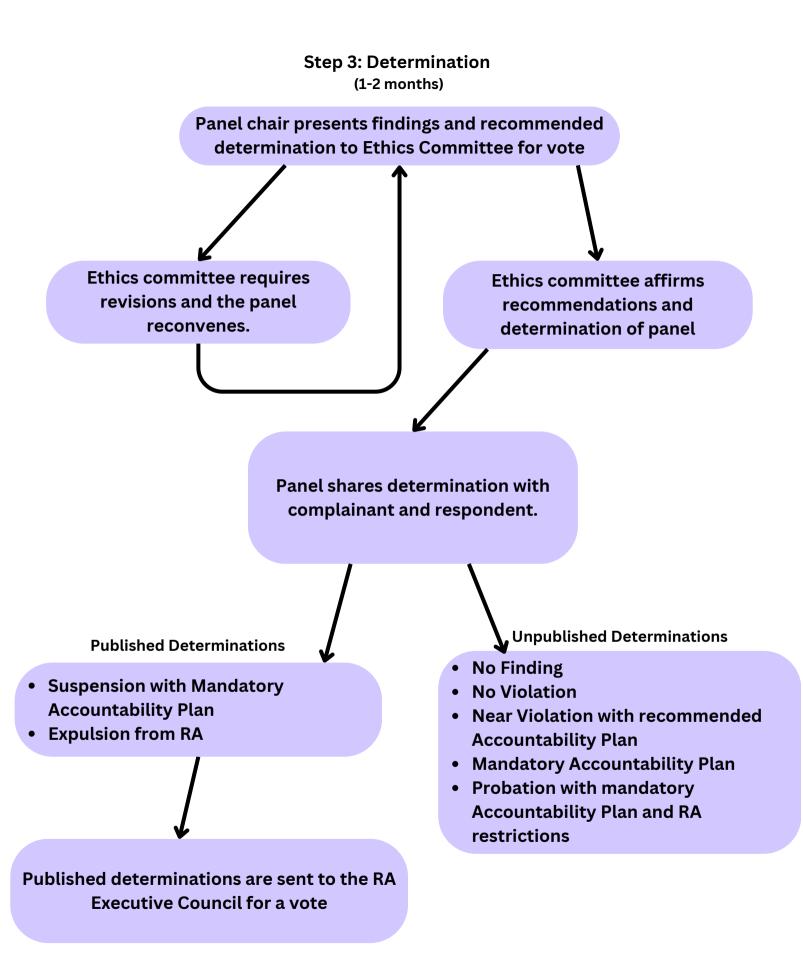
Step 1: Complaint Intake

(1-6 weeks)



Step 2: Complaint Review (3-6 Months)





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.