

Determination	Definition	Public Informed	Employers and affiliates informed	Membership Restrictions	Change in membership status	Mandated Accountability Plan
No Finding	Panel unable to confirm the facts of the Report/ Complaint	No	No	No	No	No, professional guidance may be recommended
No Violation	Panel has confirmed no violation of the Code of Conduct	No	No	No	No	No, but professional guidance may be recommended
Near Violation	A near violation has taken place	No	No	No	No	Sometimes
Mandated Accountability Plan	A violation has taken place	No	Employer and sometimes affiliates informed	RA Participation and Leadership may be restricted	No	Mandated
Probation	A violation has taken place	No	Employer and sometimes affiliates informed	Job Search and RA Participation and Leadership are restricted	No	Mandated
Suspension	A serious violation that can be addressed	Yes	Yes	Suspension of membership privileges	Yes	Mandated

Expulsion	A serious violations that is deemed to be a permanent loss of public trust	Yes	Yes	RA membership termination and a loss of all membership privileges	Yes	N/A
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