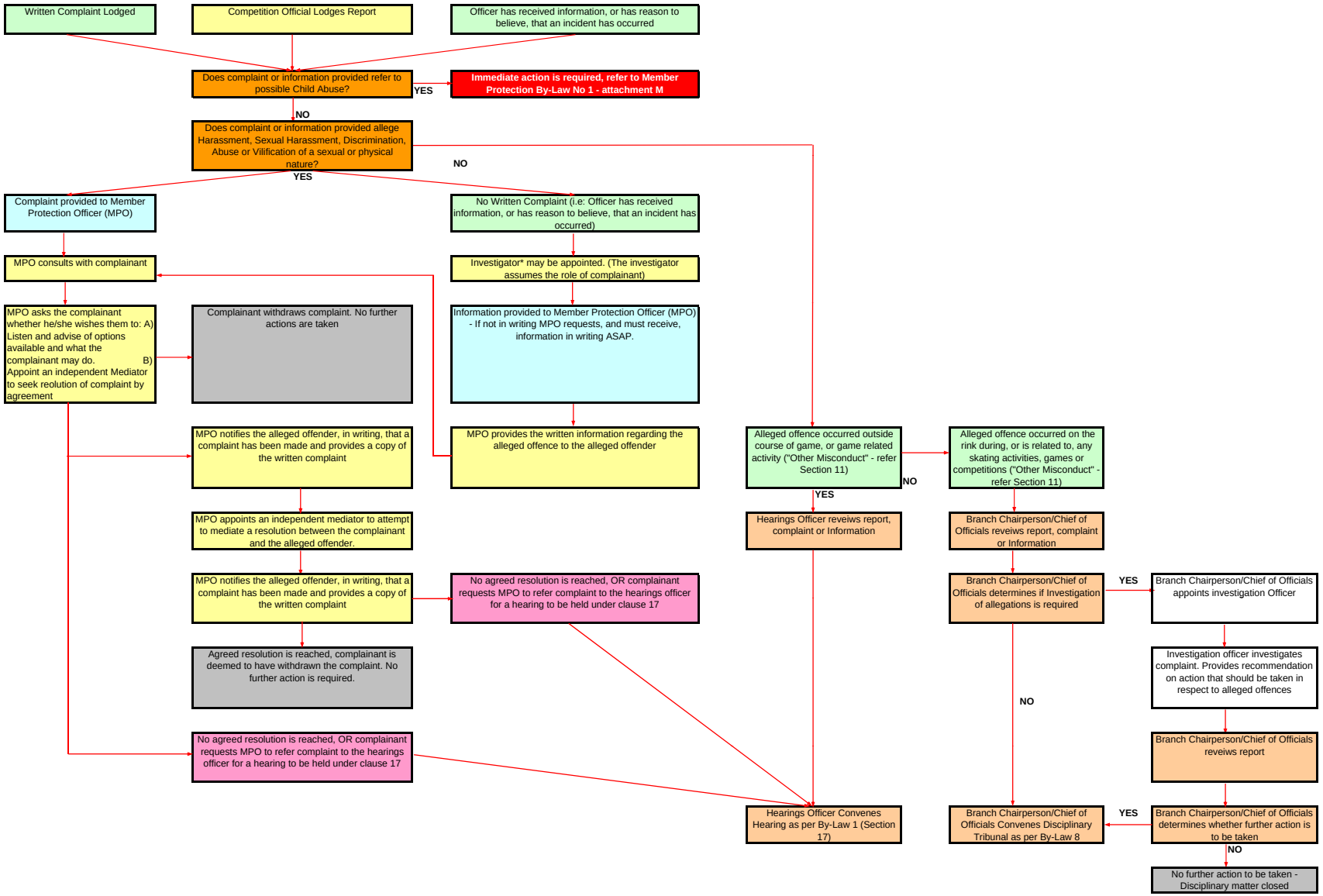
Written Complaint Lodged
Competition Official Lodges Report
Officer has received information, or has reason to believe, that an incident has occurred
Does complaint or information provided refer to possible Child Abuse?
YES
Immediate action is required, refer to Member Protection By-Law No 1 - attachment M
NO
Does complaint or information provided allege Harassment, Sexual Harassment, Discrimination, Abuse or Vilification of a sexual or physical nature?
NO
YES
Complaint provided to Member Protection Officer (MPO)
No Written Complaint (i.e: Officer has received information, or has reason to believe, that an incident has occurred)
MPO consults with complainant
Investigator* may be appointed. (The investigator assumes the role of complainant)
MPO asks the complainant whether he/she wishes them to: A) Listen and advise of options available and what the complainant may do. B) Appoint an independent Mediator to seek reolution of complaint by agreement
Complainant withdraws complaint. No further actions are taken
Information provided to Member Protection Officer (MPO) - If not in writing MPO requests, and must receive, information in writing ASAP.
MPO notifies the alleged offender, in writing, that a complaint has been made and provides a copy of the written complaint
MPO provides the written information regarding the alleged offence to the alleged offender
Alleged offence occurred outside course of game, or game related activity ("Other Misconduct" - refer Section 11)
NO
Alleged offence occurred on the rink during, or is related to, any skating activities, games or competitions ("Other Misconduct" - refer Section 11)
YES
Hearings Officer reveiws report, complaint or Information
Branch Chairperson/Chief of Officials reveiws report, complaint or Information
MPO appoints an independent mediator to attempt to mediate a resolution between the complainant and the alleged offender.
MPO notifies the alleged offender, in writing, that a complaint has been made and provides a copy of the written complaint
No agreed resolution is reached, OR complainant requests MPO to refer complaint to the hearings officer for a hearing to be held under clause 17
Branch Chairperson/Chief of Officials determines if Investigation of allegations is required
YES
Branch Chairperson/Chief of Officials appoints investigation Officer
Agreed resolution is reached, complainant is deemed to have withdrawn the complaint. No further action is required.
Investigation officer investigates complaint. Provides recommendation on action that should be taken in respect to alleged offences
NO
Branch Chairperson/Chief of Officials reveiws report
No agreed resolution is reached, OR complainant requests MPO to refer complaint to the hearings officer for a hearing to be held under clause 17
Hearings Officer Convenes Hearing as per By-Law 1 (Section 17)
Branch Chairperson/Chief of Officials Convenes Disciplinary Tribunal as per By-Law 8
YES
Branch Chairperson/Chief of Officials determines whether further action is to be taken
NO
No further action to be taken - Disciplinary matter closed