

**CODE OF ETHICS COMPLAINT PROCEDURES FOR
ALLEGED VIOLATIONS OF COLLECTIVE STRATEGIES (44.20)**

1. A member with information regarding alleged violations of this procedure and violations of the Code of Ethics with respect to BCTF collective strategies should report it to the local president or designate.

2. The local president or designate must report each alleged violation to the designated BCTF staff person for advice on possible voluntary resolution.

Voluntary resolution **is not** achieved -**Complaint proceeds**
(Locals may also pursue voluntary resolution if the complaint is filed)

Voluntary resolution is achieved
Complaint is withdrawn

3. The local executive committee shall review each alleged violation and may decide against further carriage of the case or direct the local president to seek the advice of the BCTF Executive Committee.

Local EC may drop the complaint

4. If the BCTF Executive Committee deems the circumstances are appropriate and not contrary to the interests of the Federation, they will advise the local executive committee it may submit a written complaint to the Judicial Council.

4. If the BCTF Executive Committee deems the circumstances are not appropriate and/or are contrary to the interests of the Federation, the local executive is advised that the complaint cannot be submitted to the Judicial Council.

5. SCREENING PANEL

May dismiss case

Case is closed

May order **Ethics Advisory Team**

May order **Fact Finding Team**

May order **Hearing Panel**

May order other appropriate resolution

Report back to **SCREENING PANEL**

6. HEARING PANEL

Finding of a breach of the Code of Ethics

Finding of no breach of the Code of Ethics

Impose appropriate sanctions

Case is dismissed

*Within 30 days of receipt of the Hearing Panel report, the member or the local **MAY** appeal the decisions with a written submission to the Judicial Council Chairperson. They may appeal the findings and/or penalty.*

7. APPEAL PANEL

CONFIRM

Hearing Panel decisions

REVERSE

Hearing Panel decisions

MODIFY

Hearing Panel decisions

REFER

Back to a Hearing Panel for reconsideration

APPEAL PANEL DECISIONS ARE FINAL