

**BCTF CODE OF ETHICS COMPLAINT PROCEDURES FOR
STRIKES/LOCKOUTS (44.02 &/or 44.04 and 44.16)**

1. Members with information and/or complaints regarding alleged violations of Procedures 44.02 and 44.04 and Code of Ethics violations of BCTF strikes/lockouts should report this to the local executive

2. The local executive must report each alleged violation of Procedures 44.02 and/or 44.04, 44.16 and the Code of Ethics with respect to BCTF strikes/lockouts to the designated BCTF field staff person for advice.

3. The local executive committee shall review alleged violations of Procedures 44.02 and 44.04 and the Code of Ethics with respect to BCTF strikes/lockouts

4. The local executive may direct the local president or designate to submit a complaint to the staff member assigned to the Judicial Council.

4. The local executive may decide not to proceed further with the complaint

Complaint is dropped

Judicial Council staff person may recommend appropriate means of voluntarily resolving the complaint.

Unresolved - Complaint proceeds

Resolved - Complaint withdrawn

5. SCREENING PANEL

May dismiss case

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 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