PROCESSES FOR ENSURING ETHICAL CONDUCT
(Stewardship vs Whistle Blowing)

ALLEGED MISCONDUCT

DISCUSS WITH MEMBER WHO CAUSED CONCERN

RESOLVED

DISMISSED

YES

NO

TAKE CONCERN TO BOARD CHAIR

RESOLVED

YES

DISMISSED

NO

ACTION
See page 2
BOARD CHAIR DETERMINES WEIGHT OF ISSUE

TALKS WITH MEMBER WHO CAUSED CONCERN

RESOLVED

NO

LAUNCHES AN INVESTIGATION

FINDINGS PRESENTED TO THE BOARD

DISMISSED

BOARD DETERMINE DISCIPLINARY ACTION WARRANTED

DISCIPLINE

YES

WARNING

REPRIMAND

CENSURE

NO

DISMISSED