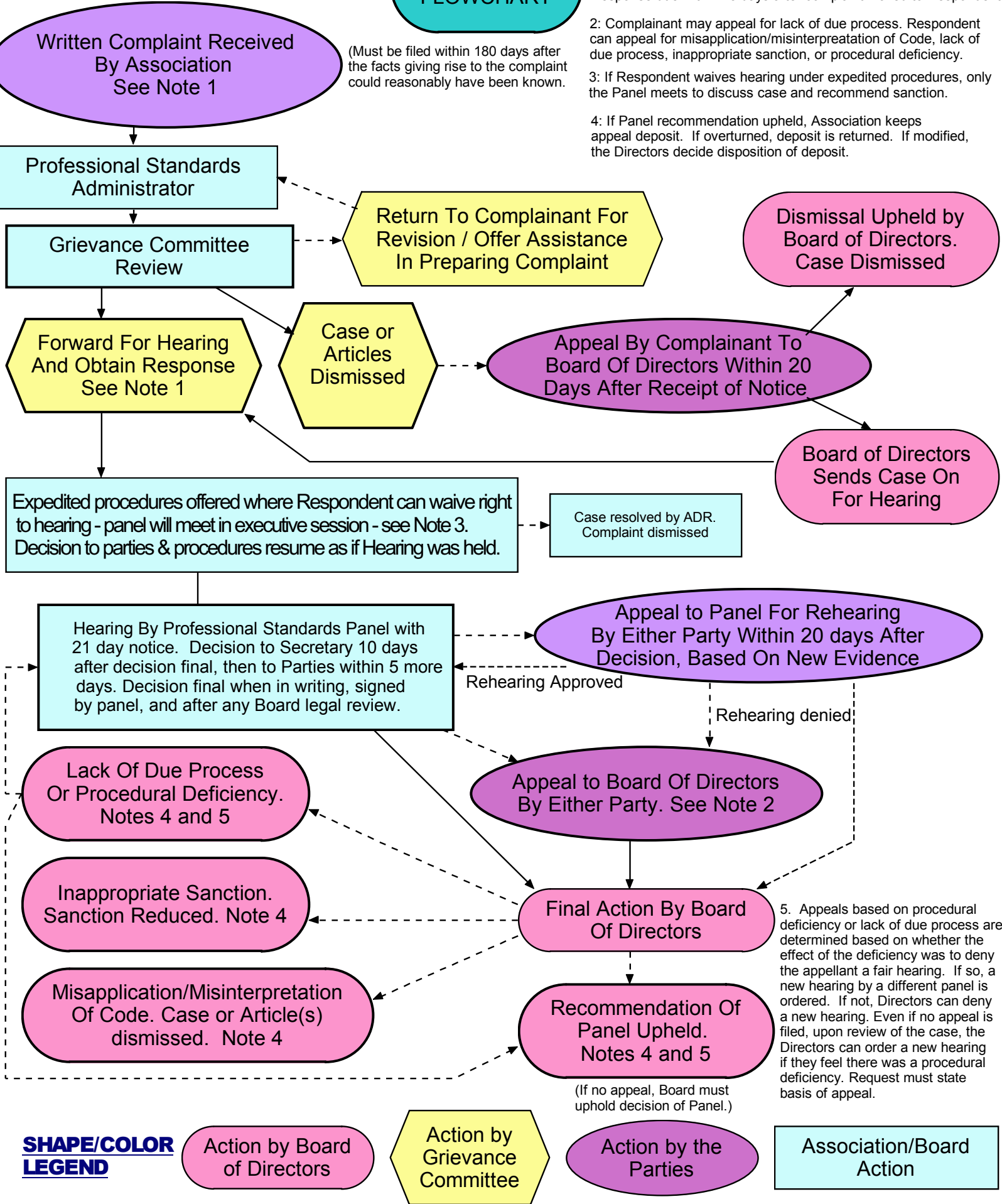


# SMDRA ETHICS FLOWCHART

- 1: Grievance Committee may ask for response before review. Response due within 15 days after complaint mailed to Respondent
- 2: Complainant may appeal for lack of due process. Respondent can appeal for misapplication/misinterpretation of Code, lack of due process, inappropriate sanction, or procedural deficiency.
- 3: If Respondent waives hearing under expedited procedures, only the Panel meets to discuss case and recommend sanction.
- 4: If Panel recommendation upheld, Association keeps appeal deposit. If overturned, deposit is returned. If modified, the Directors decide disposition of deposit.



## SHAPE/COLOR LEGEND

- Action by Board of Directors
- Action by Grievance Committee
- Action by the Parties
- Association/Board Action