EARLI Complaint Policy and Disciplinary Procedures

Simplified steps:

Step 1: a complaint arrives at the Care Team.
Step 2: care-team evaluates validity within 2 weeks
   Step 3: if valid it is sent to president
Step 4: President does preliminary investigation and tries to reach a mediated solution
Step 5: At end of investigation, within 6 months, the president decides:
   - dismissal
   - warning
   - referral to disciplinary committee
   + Copy of decision to member concerned

In case of disciplinary committee
Step 6: President composes disciplinary committee + informs parties
Step 7: Investigation by disciplinary committee
Step 8: Decision by majority of votes (within 6 months)
   - written reprimand
   - suspension
   - exclusion

Step 9: signed copy of decision to member concerned within 7 days