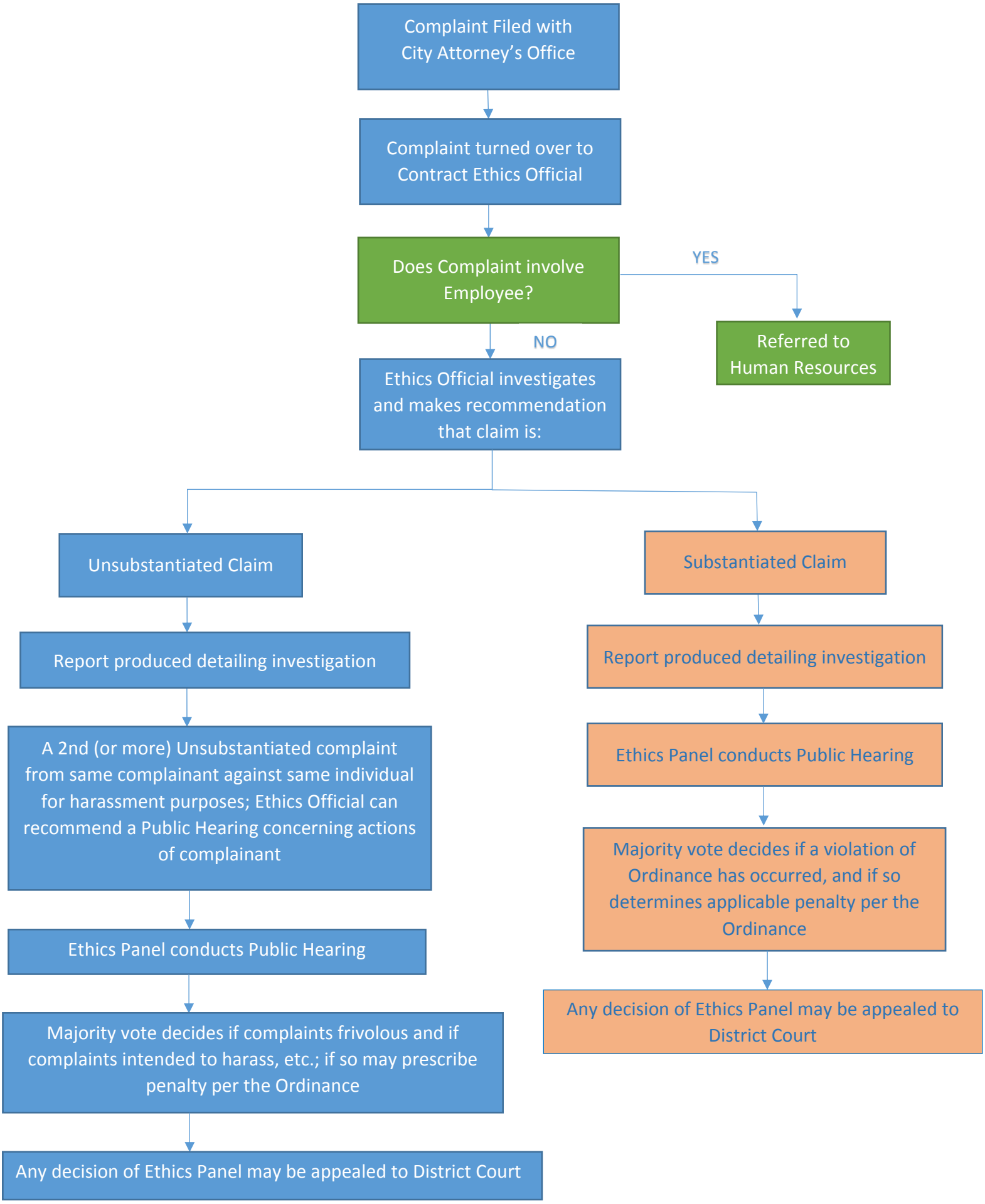
Complaint Filed with City Attorney's Office
Complaint turned over to Contract Ethics Official
Does Complaint involve Employee?
YES
Referred to Human Resources
NO
Ethics Official investigates and makes recommendation that claim is:
Unsubstantiated Claim
Report produced detailing investigation
A 2nd (or more) Unsubstantiated complaint from same complainant against same individual for harassment purposes; Ethics Official can recommend a Public Hearing concerning actions of complainant
Ethics Panel conducts Public Hearing
Majority vote decides if complaints frivolous and if complaints intended to harass, etc.; if so may prescribe penalty per the Ordinance
Any decision of Ethics Panel may be appealed to District Court
Substantiated Claim
Report produced detailing investigation
Ethics Panel conducts Public Hearing
Majority vote decides if a violation of Ordinance has occurred, and if so determines applicable penalty per the Ordinance
Any decision of Ethics Panel may be appealed to District Court