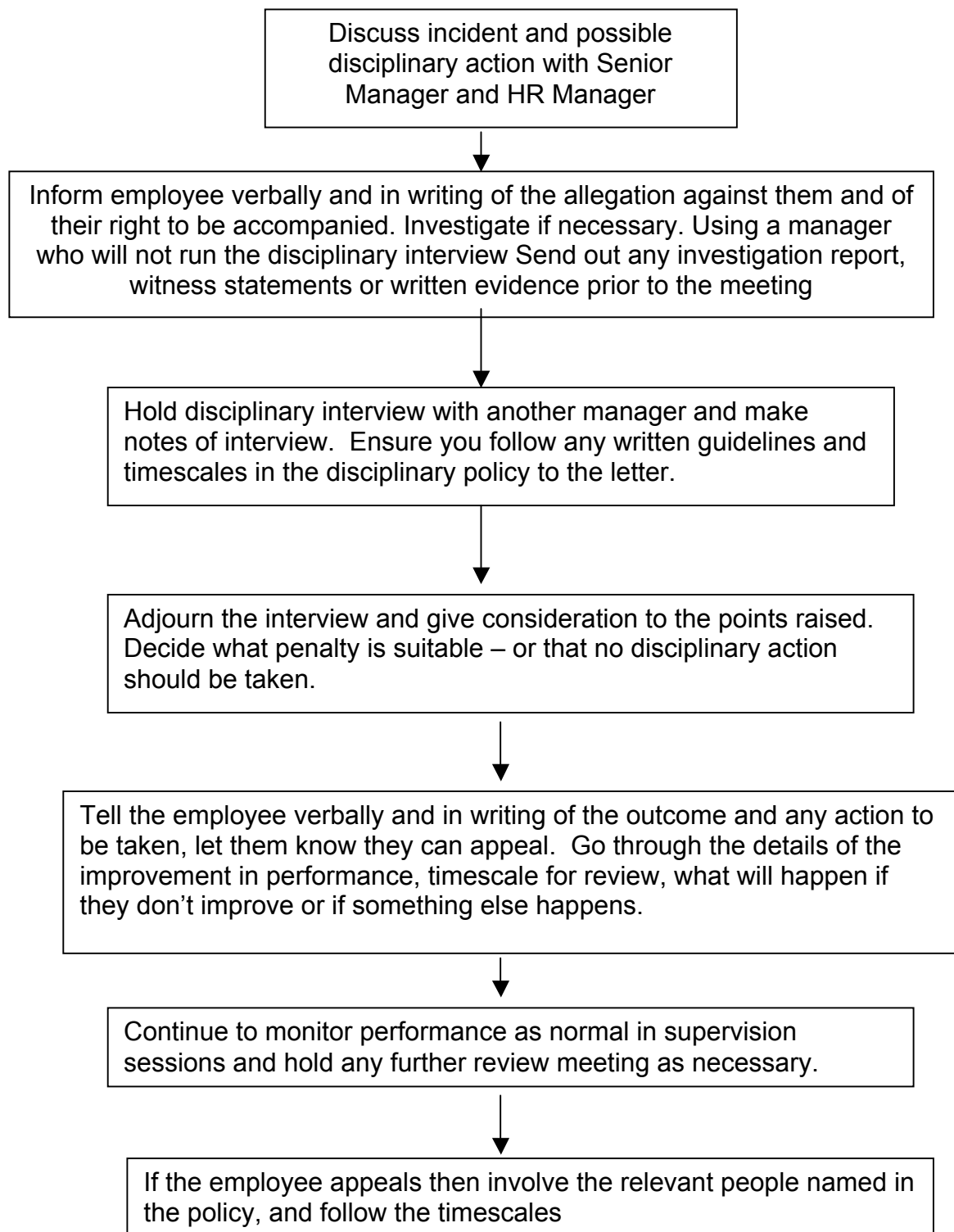


DISCIPLINE POLICY AND PROCEDURE

FLOW CHART OF ACTION

DISCIPLINARY ACTION



Deciding to take disciplinary action

