Ethics Complaint Process

- Complaint Filed with City Clerk
  - Complaint Accepted
    - Hearing Panel Chosen
      - Pre-Hearing Conference
        - Technical Issues (estimated time 5 minutes per side)
          - Object to Panel Members
          - Acceptance of Evidence Submitted
          - Request for Subpoenas
        - Set Hearing Time Frames
      - Hearing
        - Technical Issues (5 Minutes)
          - Results of Subpoena Requests
          - Missing Witnesses
          - New Evidence not available at Pre Hearing Conference
        - Opening Statements - 10 minutes each side
          - No presentation of evidence allowed
          - Focused on complaint only
        - Presentation of Evidence
          - Limited to timeframes allocated at Pre Hearing Conference
          - Limited to evidence accepted at Pre Hearing Conference
        - Cross Examination
        - Rebuttal
          - Presentation of Rebuttal Witnesses
          - Presentation of Rebuttal Evidence
          - Limited to evidence and witness accepted by Hearing Chair
          - Time Limit - not to exceed allocation times for presentation of evidence
        - Closing Statements - 10 minutes each side
          - Limited to complaint only
          - No new evidence can be presented
        - Deliberations
        - Statement of Findings Document Created
        - Statement of Findings Document approved and submitted to Clerk
- Cross Examination