

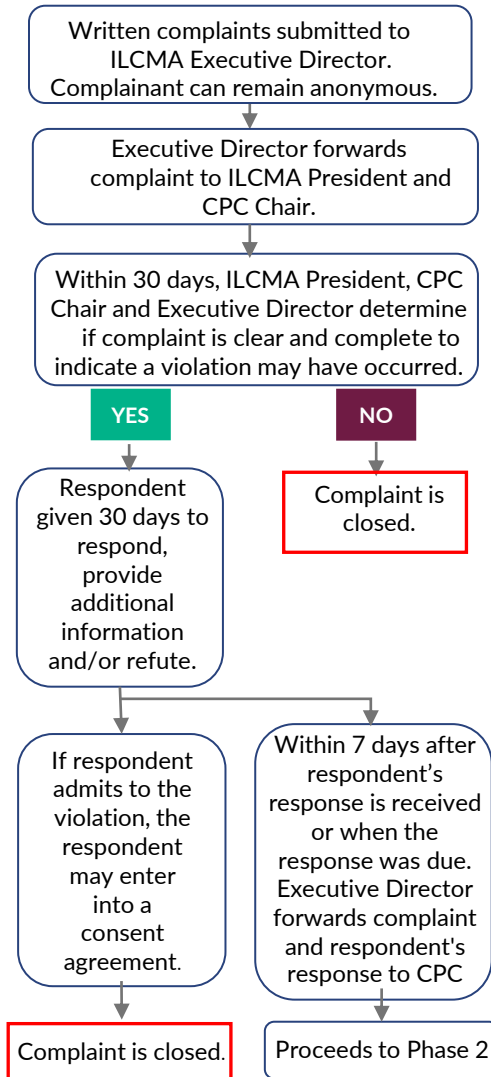
ILCMA Ethics Review Process

Applies to members of ILCMA who are NOT members of ICMA



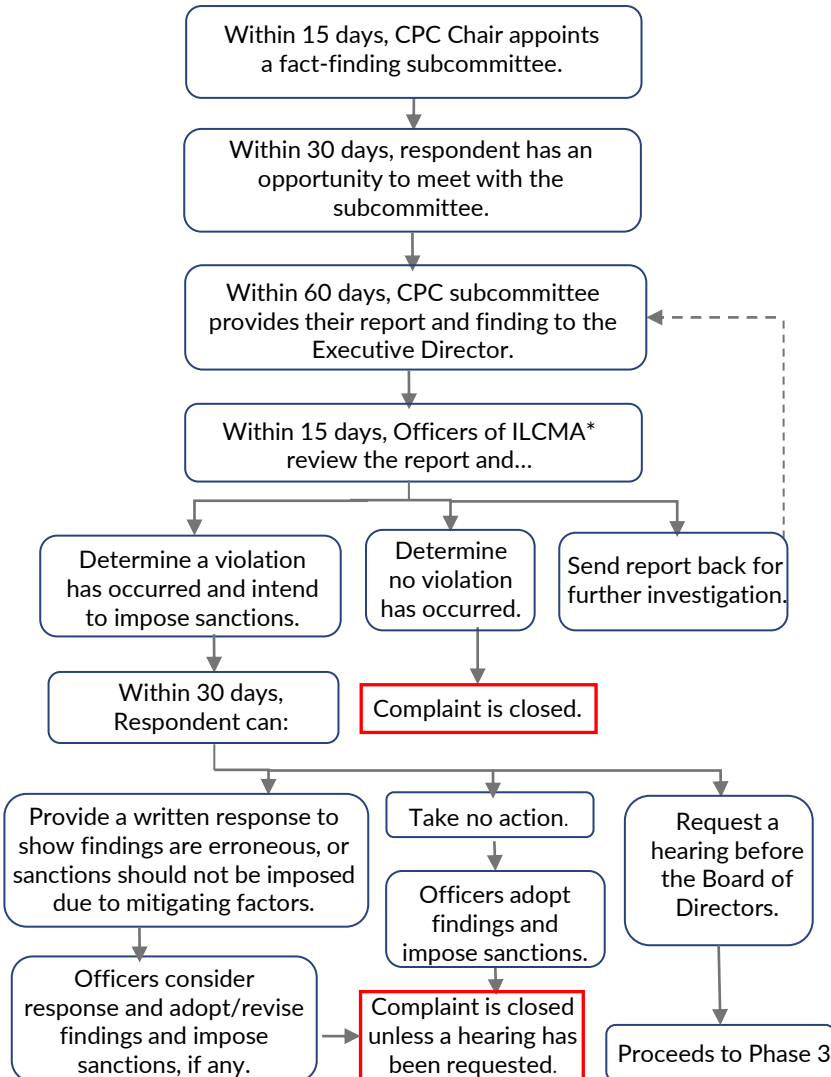
Phase 1

Complaint Initiation



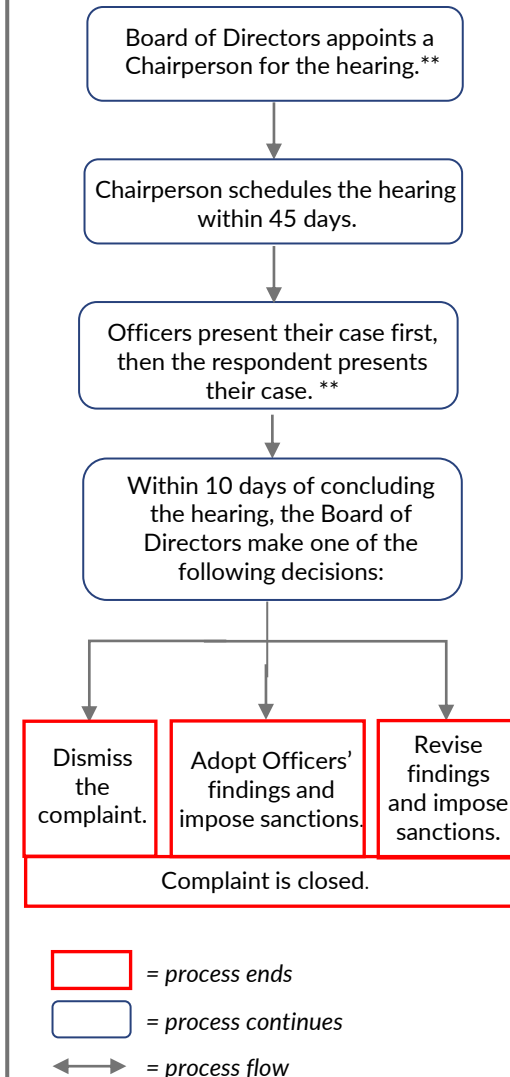
Phase 2

Committee on Professional Conduct/Officer Review



Phase 3

Hearing by Board of Directors



Red box = process ends

Blue box = process continues

Arrow = process flow

- Timelines may be extended by ILCMA President.
- Not all complaints go through all three phases.

* Officers of ILCMA include the President, Past President and President-Elect

** Although Officers are on the Board, they only participate in the hearing to present their evidence for their decision.