1. INTAKE AND INITIAL REVIEW

- Complaint filed.

- Complaint reviewed by the ASHA Ethics office.

- Does the Board of Ethics (BOE) have jurisdiction? Does the complaint meet the submission requirements?
  - NO
    - Complainant notified that the BOE will not proceed with the complaint.
  - YES
    - The Ethics Office sends a copy of the complaint to the Respondent. Respondent is given 45 days to respond.

- Chair of the BOE reviews the Complaint and Respondent's response (if any).

- Is there sufficient evidence to move forward with the complaint?
  - NO
    - Complaint dismissed. Complainant and Respondent notified.
  - YES
    - Complaint forwarded to the BOE for review.

2. BOARD OF ETHICS REVIEW

- Complaint reviewed by the BOE.

- Does the BOE sanction the Respondent?
  - NO
    - Complaint dismissed. Complainant and Respondent notified.
  - YES
    - Initial Determination Letter sent to the Respondent. Respondent has 30 days to request a Further Consideration Hearing.
3. FURTHER CONSIDERATION PROCESS

**Does the Respondent request a Further Consideration Hearing?**

**NO**
- Initial Determination of the BOE becomes final. Complainant and Respondent notified of Final Decision.

**YES**
- A Further Consideration Hearing is held, which the Respondent can attend.

**Does the BOE sanction the Respondent?**

**NO**
- Complaint is dismissed. Complainant and Respondent notified.

**YES**
- Respondent notified of the BOE decision. Respondent has 30 days to request an appeal on limited grounds.

4. BOARD OF ETHICS APPEALS PROCESS

**Does the Respondent request an appeal?**

**NO**
- Further Consideration Determination becomes final. Complainant and Respondent notified of Final Decision.

**YES**
- Does the appeal request assert that the BOE did not adhere to procedural requirements or that the decision was arbitrary, capricious, or without any evidentiary basis?

**NO**
- The Ethics Appeal Panel reviews the case.

**YES**
- Does the Ethics Appeal Panel affirm the BOE decision?

**NO**
- The case is remanded to the BOE for further review.

**YES**
- The Further Consideration Determination of the BOE becomes final. Complainant and Respondent notified of Final Decision.