

## The Professional Conduct Process - The Hearing

The following process has been implemented in BAPT as a case has not escalated to a full hearing. The following guidelines is to assist the complainant and member of the process involved, roles and responsibilities when attending a conduct hearing.

1. The complainant and member will have the opportunity to attend a hearing where the case is presented and the issues explored.
2. It is important to establish that the conduct hearing is an opportunity to establish what went on. It is not a place to debate, discuss or argue about events.
3. In attendance at the hearing will be three independent panel members comprised of a Chair, two panel members and an administrator
4. The complainant and the member will also be in attendance. Both the complainant and the member have the right to be accompanied by support personnel on the day for the duration of the hearing.
5. Allegations documented will be presented by the panel with the opportunity for questions and answers.
6. The final decision after presentation of facts, will be made by the BAPT ensuring clarity of roles and responsibilities.