



The Royal Canadian Legion
Ontario Provincial Command



COMPLAINT HEARING COMMITTEE DECISION

To: Secretary _____ Date: _____, 20 _____

From: Comrade _____, Complaint Committee Chairman

Subject: **Complaint Lodged by Comrade** _____
against Comrade _____
Branch Name _____ **Branch No.** _____
Office/Position Held or Member _____

Complaint Committee Members:

_____ and _____
Hearing Date: _____, 20 _____ **Location:** _____

DECISION

The Complaint Hearing Committee has made the following decision(s) re the alleged breach(es) activated under Section 304. a. of The General By-Laws in the subject Complaint.

√ CLAUSE ACTIVATED	CLAUSE	CLAUSE WORDING	SUBSTANTIATED	
			YES (X)	NO (X)
<input type="checkbox"/>	i.	Breach of Clubhouse Rules or Privileges.		
<input type="checkbox"/>	ii.	Profane or disorderly conduct in or about any place where any event is being carried on under Legion auspices or control.		
<input type="checkbox"/>	iii.	Breach of his obligations to the Legion or of these By-Laws.		
<input type="checkbox"/>	iv.	Knowingly lodging a false complaint against a Member.		
<input type="checkbox"/>	v.	Conduct which in any way brings or tends to bring the Legion into discredit.		
<input type="checkbox"/>	vi.	Theft or misappropriation of Poppy Funds, Legion funds or property.		

DECISION CONCLUSIONS

The below are the permitted reasons supporting the decisions of the Complaint Committee. S. 303. of The General By-Laws provides the general circumstances respecting the proof of a Complaint. Indicate the reasons for the decision in either the pre-set text and/or add summarized reasons in the space provided either in the Table or Comment Areas.

APPLICABLE	SUPPORTING REASON RE CONCLUSION
<u>RE: COMPLAINT ALLEGATIONS DISMISSED</u>	
<u>NOTE:</u> One or more allegations may be dismissed in a multiple allegation Complaint.	
<input type="checkbox"/>	Complainant failed to establish the probability of the above unsubstantiated allegations made in the Complaint to the satisfaction of the Committee.

COMPLAINT HEARING COMMITTEE DECISION CONTINUED

<input type="checkbox"/>	The benefit of the doubt was given to the Complainant against Member.
<input type="checkbox"/>	Pre-hearing technical errors respecting the assessment and/or processing of the Complaint affected the fundamental fairness of the process.
<input type="checkbox"/>	Complaint found to have been improperly lodged and thus rendered a nullity.
<input type="checkbox"/>	Include other applicable supporting reason(s) for either full or partial dismissal of allegation(s). <hr/> <hr/> <hr/> <hr/>

RE: COMPLAINT ALLEGATIONS PROVEN

NOTE: One or more allegations may be proven in a multiple allegation Complaint.

<input type="checkbox"/>	Complainant established the probability of the allegation(s) made in the Complaint to the satisfaction of the Committee as indicated above.
<input type="checkbox"/>	No rebuttal evidence presented by the Complainant against Member.
<input type="checkbox"/>	Include other applicable supporting reason(s) re the proof of all or part of the allegation(s). <hr/> <hr/> <hr/> <hr/>

DISPOSITION

The Complaint Hearing Committee may impose one (1) or more of the following disposition(s) pursuant to S. 311. of The General By-Laws respecting the proven breach(es) as listed above. Should the Complaint Committee find the Complaint to have been substantiated and proven, but chooses not to levy a Disposition, it may apply the last choice in the list.

NOTE: There may be occasions when the Disposition assessed by the Complaint Hearing Committee may be outside the available dispositions under Article III – Section 311. E.g. Time served is one disposition that has been assessed in the past but has no cause and effect as any penalty can only start at the point of its assessment and thus cannot be applied retroactively. Complaint Committees may reach a finding of guilt but decline to impose a penalty disposition. Providing anything outside the available dispositions may be grounds for an Appeal.

Disposition Activated	S. 311. Subsection	Disposition Wording
<input type="checkbox"/>	a. i.	Reprimand (may require a letter of apology). Special instructions may be included in the Comment area respecting the letter recipient(s) and a due date must be included if applicable.

COMPLAINT HEARING COMMITTEE DECISION CONTINUED

<input type="checkbox"/>	a. ii.	Deprivation of Clubhouse privileges for a period up to 24 months. <i>Specify the number of months/days including the start and finish dates with times (Midnight, etc.) in the Comment area.</i>
<input type="checkbox"/>	a. iii.	Removal from any Office or Position held and prohibition from running for and holding any Office, for a period of up to 24 months. <i>Specify the number of months/days including the start and finish dates with times (Midnight, etc.) in the Comment area.</i>
<input type="checkbox"/>	a. iv.	Suspension for a period up to 12 months. <i>Specify the number of months/days including the start and finish dates with times (Midnight, etc.) in the Comment area.</i>
<input type="checkbox"/>	a. v.	Expulsion from the Legion. <u>Note:</u> <i>Only becomes effective after Command Review under S. 314. g.</i>
<input type="checkbox"/>	b. i.	Deprivation of Clubhouse privileges for a period not to exceed 12 months. <i>Specify the number of months/days including the start and finish dates with times (Midnight, etc.) in the Comment area.</i>
<input type="checkbox"/>	b. ii.	Issue a reprimand that may also require a letter of apology to the Branch and/or if applicable, to the individual or individuals that may have been aggrieved. <i>Special instructions may be included in the Comment area respecting the letter recipient(s) and a due date must be included if applicable.</i>
<input type="checkbox"/>	S. 303. / S. 311.	Complaint substantiated and proven but no disposition imposed.

COMMENT AREA

Respectfully submitted,

Complaint Committee Chairman's Signature