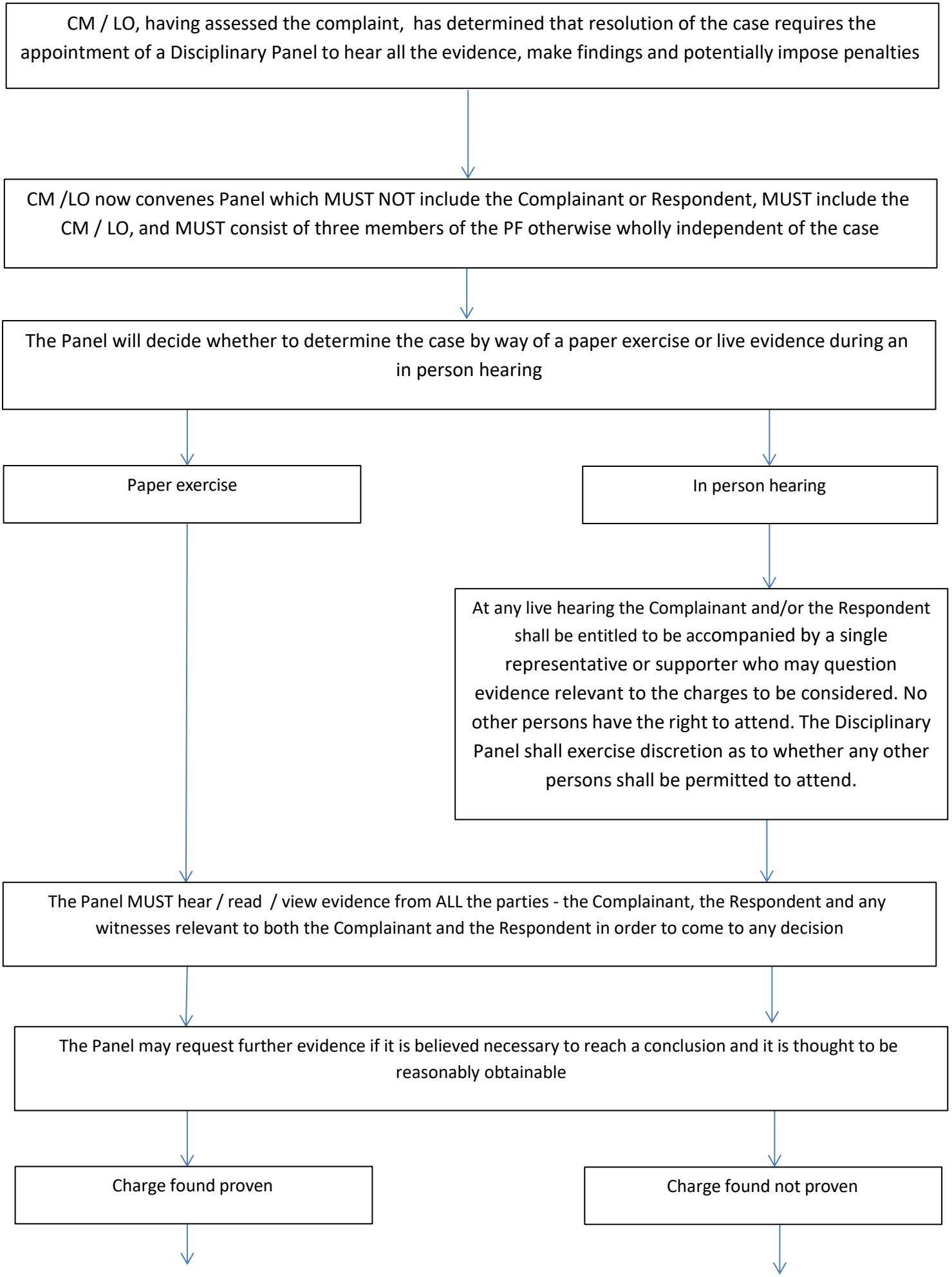
APPENDIX 2 - DISCIPLINARY PANEL PROCEDURE



If the charge is found to be proven the Disciplinary Panel shall impose a penalty commensurate to the offence, taking into account all the circumstances of the case and the offender

If the Disciplinary Panel finds the charge not proven, any suspension of the defendant shall be lifted, subject to any other pending matters for which suspension has been imposed.

Penalties imposed by the Disciplinary Panel may include:

1. Suspension of a member's rights to attend Pagan Federation meetings, functions or events for a specified time or until conditions determined by the Disciplinary Panel have been fulfilled or for life;
2. Suspension of a member's Pagan Federation membership for a specified time or until conditions determined by the Disciplinary Panel have been fulfilled or for life;
3. Expulsion of the member from the Pagan Federation for life;
4. If the Respondent is a PF officer:
i. Removal of any Pagan Federation officer from the post that they occupied;
ii. Debarment from holding specific officer posts, or all officer posts, either for a specified time, or until conditions determined by the Disciplinary Panel have been fulfilled, or for life;
5. The issue of a private censure of the member by the Disciplinary Panel.

The CM / LO must inform the parties of the outcome / decisions within 5 working days of a decision being reached, and must include a notification of the right to an Appeal (see Appendix 3 for Appeal Procedure)

Appeal

No Appeal

The CM / LO must inform the parties of the outcome / decisions within 5 working days of a decision being reached.

The CM / LO to complete case review and report to LM

END PROCESS