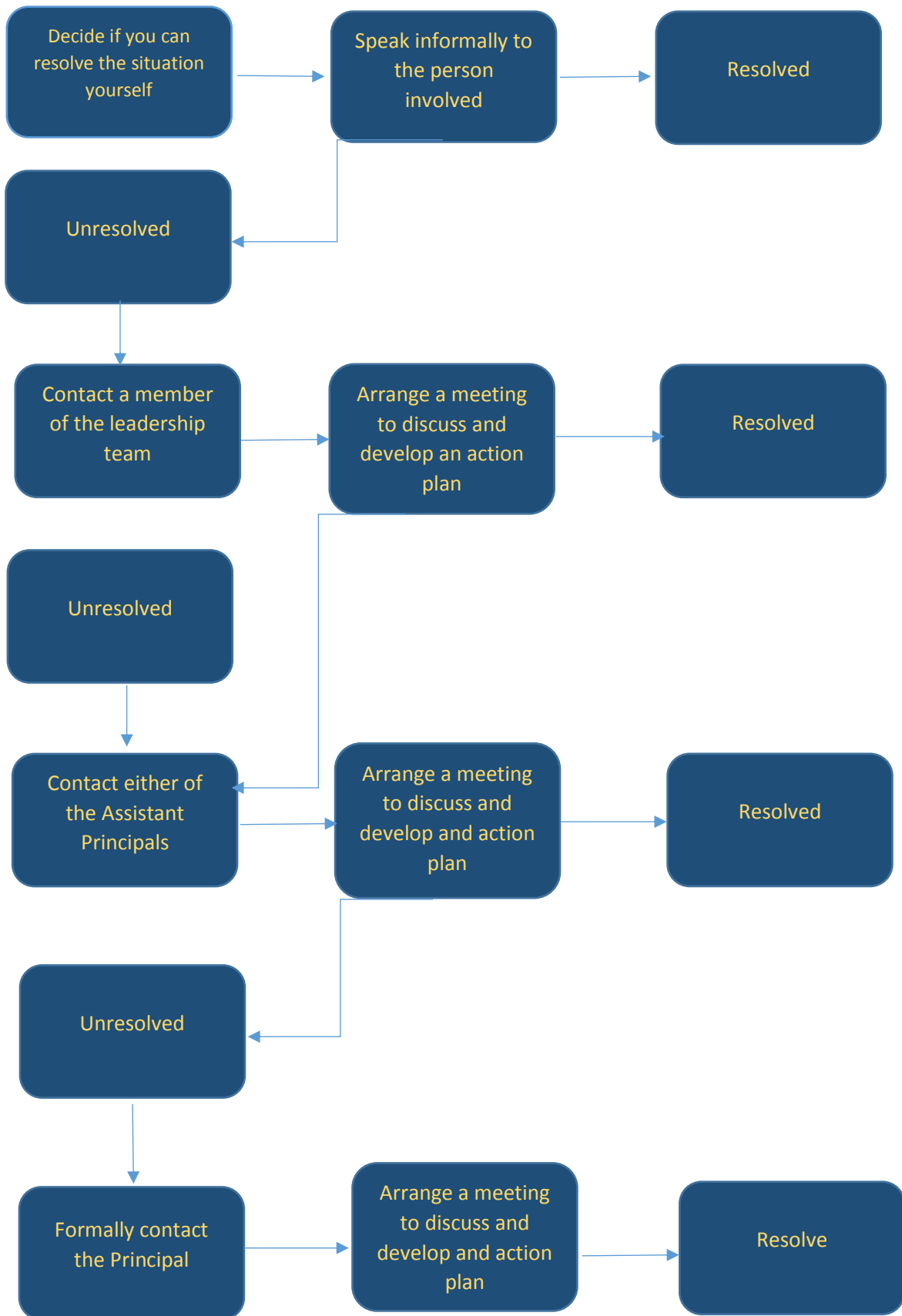


Flowchart for Staff

Note: This is a recommended process. The College recognises the right of any complainant to directly approach senior staff should the complainant feel it is warranted.



*Mediation is an option at any stage if the parties agree. Normally mediation is arranged by a senior staff member. This process does not override the right of any staff to seek guidance from his or her union. Staff are permitted to bring a support person to any meeting at any stage. Staff are encouraged to seek support from the College Psychologist/Counsellor if they need to.