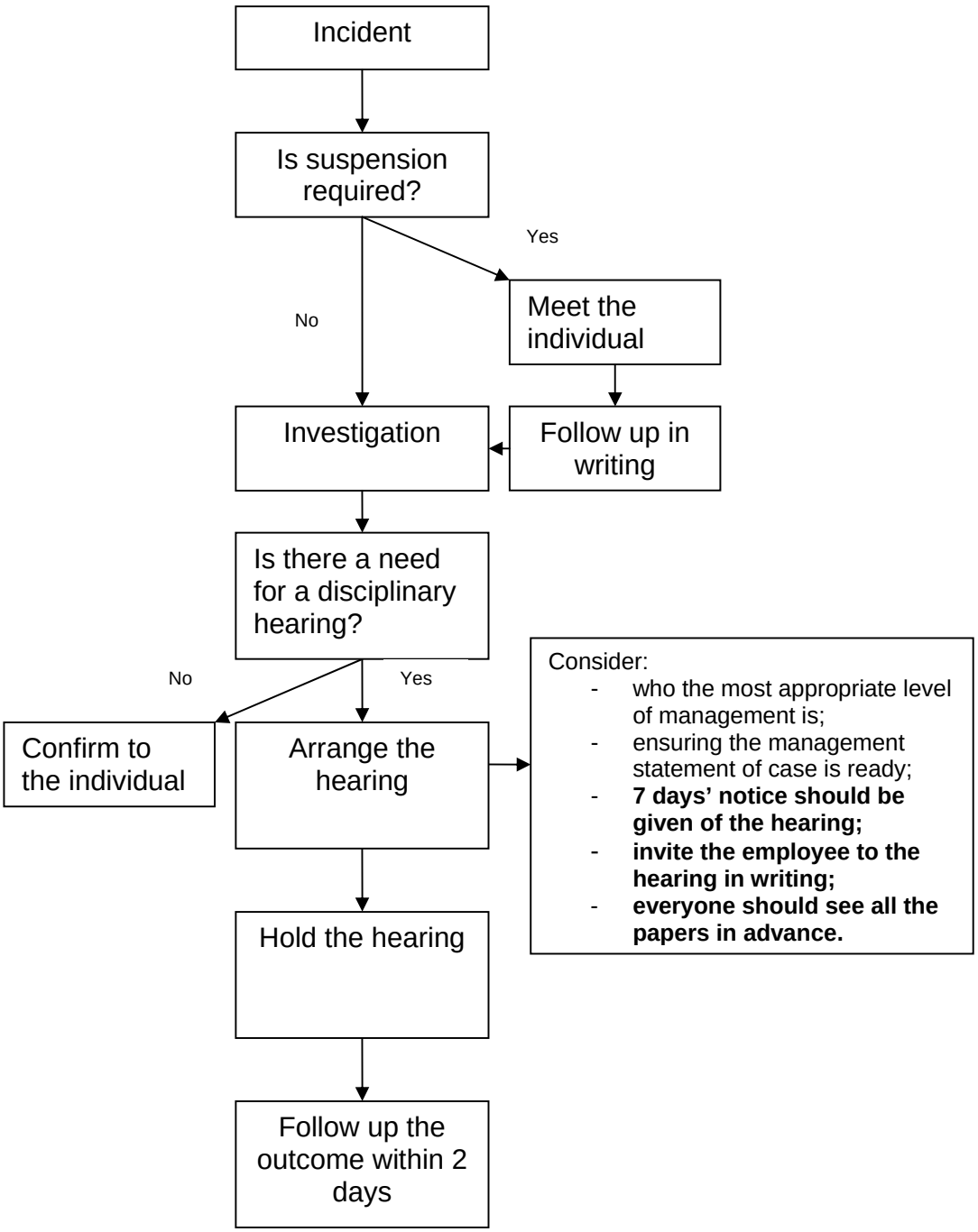Disciplinary Procedure Flowchart – In cases of misconduct