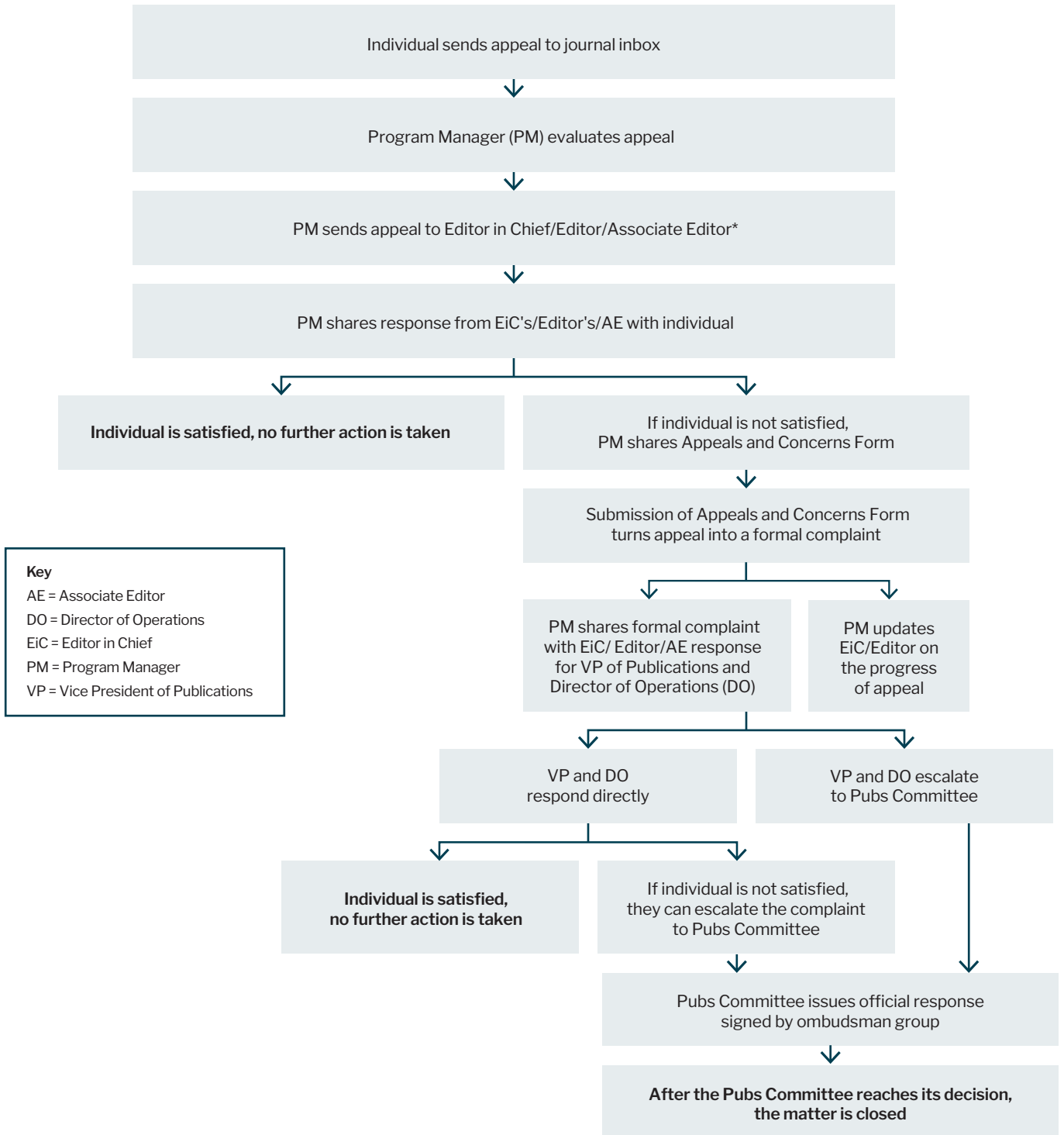


Appeals Workflow



**If relevant, certain ethics complaints and all complaints against the EiC will go directly to the VP and Director. Also, some complaints may be referred to a full ethics committee for certain allegations of misconduct, conflict of interest, or harassment.*