The Inter-Regional Society of Jungian Analysts (IRSJA)

The Responsibilities and Procedures of the Ethics Committee

The IRSJA Ethics Committee is available to anyone, inside or outside the IRSJA, who is concerned about possible unethical professional conduct by any member or candidate of the Inter-Regional Society of Jungian Analysts.

As required by the IRSJA Code of Ethics, all those who accept membership or candidacy for membership in the Inter-Regional Society of Jungian Analysts are required to cooperate with the actions of the Ethics Committee and/or the Ethics Appeals Committee, rendered in accordance with these procedures.

Contents

Responsibilities of the Ethics Committee	Page 1
Authority of the Ethics Committee	Page 2
Procedures for Ethics Consultations	Page 3
Procedures for Filing a Formal Ethical Complaint	Page 5
Procedures for a Formal Ethics Investigation	Page 7
Procedures for Ethics Committee Determinations	Page 9
Procedures for Reporting by the Ethics Committee	Page 11
Procedures to Maintain Records and Confidentiality	Page 11
Appendix: Consent and Release Forms	Pages 13-16

A. Responsibilities of the Ethics Committee

1. To provide confidential consultation on ethical matters to IRSJA members, candidates, committees, and local training seminars.

2. To receive and adjudicate ethical complaints according to the procedures specified in this document.

3. To provide continuing education in professional ethics for IRSJA members and candidates.

4. To provide a summary report to the Society at regularly scheduled business meetings. Such reports must not include specific details about pending or resolved cases, since all such information is confidential. Reports will include the number of cases heard and the types of issues that are problematic, e.g. issues involving multiple relationships, training, fees, referrals, etc. If the Ethics Committee has determined that an ethical violation occurred, the Chair will state the ethical rule found to have been violated and the specific action which was taken. The identities of the complainant and the respondent must not be disclosed.

5. To carefully follow the procedures described in this document, which has been approved by the IRSJA membership. Failure to abide by these procedures, if validated, may be grounds to overturn a determination of the Ethics Committee in the event of an appeal.

6. Ethics Committee members are responsible for treating both complainants and respondents in a respectful manner while addressing ethical complaints. However, due to the asymmetrical power relationship between Ethics Committee and the parties in a complaint, committee members must exercise neutrality and restraint. Typical forms of collegial interaction may not be appropriate, including professional or social interactions while an ethics complaint is pending. Committee members must recuse themselves from any ethical complaint in which their personal or professional history might interfere with their neutrality and objectivity.

7. At least every four years, and whenever the need arises, the Ethics Committee will review the following documents and recommend necessary revisions to the membership of Society:
    - The IRSJA Code of Ethics
    - The Responsibilities and Procedures of the Ethics and Ethics Appeals Committees.

8. Prior to proposing revisions to the IRSJA membership, the Ethics Committee will consult with the Executive Committee regarding any proposed revisions. Although the Executive Committee serves in an advisory capacity for this consultation, the decision to propose revisions to the membership rests with the Ethics Committee.

B. Authority of the Ethics Committee

1. The IRSJA Bylaws authorize the Ethics Committee to receive, investigate and adjudicate ethical complaints against members and candidates of the IRSJA for alleged unethical behavior occurring while conducting their professional work.

2. Although the Ethics Committee is a committee of the IRSJA, it is authorized to investigate complaints without reference to the IRSJA Executive Committee, and it may impose sanctions without requiring confirmation or decision by the Executive Committee.

3. When the Ethics Committee becomes aware of the impairment of a member or candidate, as required by the IRSJA Code of Ethics (Section 4A and 4B), or that a member or candidate has been sanctioned for illegal or unethical conduct by another professional association, a licensing board or other certifying authority, the Ethics Committee must address the situation. It may attempt to do so by consultation. If necessary, the Ethics Committee has the authority to initiate a formal complaint.

4. The minutes, proceedings and adjudications of the Ethics Committee and documents related to these matters are confidential to that Committee and shall not be disclosed to the IRSJA Executive or Training Committees, or to any other party, except where reports or recommendations are required under these procedures, or as otherwise required by law.

5. For discussion of a specific matter or complaint, the Ethics Committee is authorized to consult directly with the IRSJA's legal counsel or to invite a member of the IRSJA, the International Association for Analytical Psychology (IAAP), or any other person with specific expertise to assist the Committee as a temporary advisor, subject to the same confidentiality requirements that apply to members of the Ethics Committee.

6. The Ethics Committee may conduct its work through in-person meetings, teleconferencing meetings, telephone discussions, and/or exchanges in writing.

7. Actions and determinations by the Committee shall be based on an affirmative vote by a majority of its members.

8. Revisions of The *IRSJA Code of Ethics* and *The Responsibilities and Procedures of the Ethics and Ethics Appeals Committees* require a majority affirmative vote of the IRSJA members present at a regular business meeting.

C. Procedures for Ethics Consultations

1. Any person concerned with possible unethical professional conduct by an IRSJA member or candidate may discuss their concern with an individual member of the Ethics Committee. Requests for such consultations must be made directly to the Chair of the Ethics Committee.

2. The purpose of consultation with the Ethics Committee is to provide individuals with an opportunity to discuss, without threat of disclosure or pressure toward action, concerns about

their own or others' professional conduct about which they may be unclear, conflicted, or fearful.

3. Those requesting consultation may request to consult with any member of the Ethics Committee. The Chair may designate another member of the Ethics Committee to provide the consultation, if the Chair is unavailable, has a conflict of interest or at the request of the person seeking consultation.

4. When providing consultation, members of the Ethics Committee must report on the nature of the consultation to the Chair.

5. Ethical concerns that have been addressed to other officers or members of the IRSJA must be forwarded to the Chair of the Ethics Committee.

6. Written communication is not required to schedule a consultation.

7. There is no obligation on the part of the person seeking consultation to file a formal complaint.

8. Any person consulting the Ethics Committee about a possible concern must be offered access to the *IRSJA Code of Ethics,* the *Responsibilities and Procedures of the Ethics Committee* and the *Responsibilities and Procedures of Ethics Appeals Committee*.

9. While consulting, members of the Ethics Committee may act only in an advisory capacity. It is the consultant's responsibility to maintain the boundaries of the consultation as appropriate to the parameters and limitations of an ethical consultation.

10. If it is apparent that the concern, if verified, would not violate *The IRSJA Code of Ethics*, or that it does not meet the requirements for adjudication by the Committee, the Chair or consulting Ethics Committee member must inform the consultee of this determination within sixty days of the most recent consultation. The Chair or consulting Ethics Committee member may provide the consultee with information about other options for resolution of their concern. Following this notification, the consultation process must be concluded. Records of the consultation must be sealed and preserved as described in Section H of this document and may be utilized if the consultee later files a formal ethical complaint or if there is a subsequent ethical complaint against the individual.

11. If it is possible that the concern, if verified, might violate *The IRSJA Code of Ethics,* and that it meets the requirements for adjudication by the Ethics Committee, the Chair or consulting Ethics Committee member must inform the consultee in writing of this determination within sixty days of the most recent consultation. The Chair must inform the consultee how to proceed with a formal ethical complaint, should they decide to do so. Following this notification, the

consultation process must be concluded. Any written records of the consultation must be preserved as described in Section H of this document and may be utilized if the consultee files a formal ethical complaint, or if there is a subsequent ethical complaint against the same individual.

12. When agreed by the Ethics Committee, and with the written permission of the consultee, the Chair may offer facilitated communication between the parties for the purpose of informally resolving the matter. This may be conducted by the Chair or other Ethics Committee members. In such instances, the Ethics Committee Chair may contact the respondent, inform them of the concern, and invite their participation in discussion. The respondent must provide a written consent to participate. Participation is entirely voluntary by both parties and either party may withdraw their consent at any time without penalty.

D. Procedures for Filing a Formal Ethical Complaint

1. Any person concerned about possible unethical professional conduct by an IRSJA member or candidate may submit a formal ethics complaint, with or without prior consultation with the Ethics Committee.

2. Formal complaints must be submitted in writing to the Chair of the Ethics Committee. The complainant must state:
   a. That a formal complaint is being filed;
   b. The name of the individual whose behavior it concerns; and
   c. A description of the alleged behavior and the dates on which it occurred. This information must be sufficient to allow the Ethics Committee to decide whether the Committee is the appropriate forum to hear the complaint.

3. Receipt of a formal ethics complaint must be acknowledged by the Ethics Chair in writing within thirty days. The complainant must be offered access to the *IRSJA Code of Ethics*, *The Responsibilities and Procedures on the Ethics Committee* and *The Responsibilities and Procedures of the Ethics Appeals Committee*.

13. The Ethics Committee may only consider complaints in which the alleged unethical conduct, if verified, might violate of *The IRSJA Code of Ethics* and which can be adjudicated by the Committee according to the terms of this document.

4. The Ethics Committee may only consider complaints in which the claimed unethical conduct occurred:
   a. Three years, or less, prior to the date of the complaint if the alleged unethical conduct did not take place during the complainant's analysis or psychotherapy;

b. Three years, or less, prior to the date of the complaint if the alleged unethical conduct took place during the complainant's analytic training. The three-year period shall be deemed to have started immediately upon the conclusion of the complainant's analytic training;
c. Seven years, or less, prior to the date of the complaint if the alleged unethical conduct took place during the complainant's analysis or psychotherapy. The seven-year period shall be deemed to have started immediately after the termination of the analysis/psychotherapy or when there is no longer significant contact between the complainant and respondent, whichever date is later.

5. Complainants have the right to show cause as to why the time restriction for a complaint should be extended. Any extension beyond the time limit specified above must be approved by a majority of the members of the Ethics Committee.

6. If more information is needed, the Ethics Committee may ask for further information from the complainant, either in writing or in a meeting with the Ethics Committee or one of its members. The Ethics Committee shall then decide if the complaint has sufficient merit to be accepted. The intent of this provision is to permit the Ethics Committee to dismiss unsubstantiated or frivolous complaints.

7. On submitting a formal complaint, the complainant will be asked to sign an agreement to accept the confidentiality of the proceedings, the rules and procedures of the Ethics Committee, and a release authorizing the Ethics Committee to give a copy of the written complaint to the respondent. (See Appendix, pages 13-14).

8. If the complainant has been a patient of the respondent, written consent is required to allow the respondent to provide the Ethics Committee with appropriate records and answer questions concerning confidential professional relationships. (See Appendix, pages 13-14).

9. The Ethics Committee must decide whether to accept the formal complaint within ninety days of receipt of the formal complaint.

10. The Ethics Chair must notify the President of the IRSJA that a formal complaint has been submitted and accepted within fourteen days of the Committee's decision to accept the complaint. The Chair must not reveal the names of either the respondent or the complainant, or any details of the complaint.

11. The Chair of the Ethics Committee must notify both the complainant and the respondent in writing of the Ethics Committee's decision to accept or reject the complaint within thirty days of the decision. This notification must identify the members of the Ethics Committee. It must be sent via US mail, with a return receipt requested.

12. The notification to the respondent must contain:

a. The name of the person who has filed the complaint and a copy of the complaint;
b. An instruction to the respondent to review *The IRSJA Code of Ethics,* the *Procedures of the Ethics Committee and Ethics Appeals Committee*;
c. A request for a written response to the allegations.
d. Confirmation that, by virtue of the respondent's membership in the Society, they have agreed to abide by the IRSJA Procedures, and that they will uphold the obligation to maintain confidentiality. (see "Appendix," pages 13-14).

13. The Chair must consider any objections to the membership of the Ethics Committee by any of the parties involved and appoint substitute members at the Chair's discretion. Objections must be submitted in writing to the Chair within thirty days of receipt of the notification of the composition of the Committee. Any objection must clearly demonstrate a conflict of interest between any of the members of the Ethics Committee and any of the parties in the case under investigation.

14. Depending upon the nature and severity of the complaint, the Chair of the Ethics Committee may discuss with the respondent the possibility of voluntary suspension of the respondent's involvement in training activities or other positions of responsibility in the Society during the investigation.

15. The complainant and the respondent must respond within forty-five days of their receipt of notification (indicated by their signed receipt) to requests by the Ethics Committee. Any extension of this time limit must only be granted for good cause.

16. Failure on the part of the complainant to comply with any provision of these procedures shall result in termination of the investigation and closure of the case.

17. Failure on the part of the respondent to comply with any provision of these procedures shall be viewed as evidence of lack of cooperation and shall constitute a violation of *The IRSJA Code of Ethics* unless good cause is shown. The Ethics Committee shall deal with lack of cooperation in accordance with the procedures in this document. The Committee may impose such sanctions as it determines the alleged violation warrants, taking into account the nature and seriousness of the charges.

18. Once an investigation has begun, the respondent may not resign from the IRSJA prior to conclusion of the investigation.

19. Complainants and respondents must bear all financial responsibility for any expenses they incur during the processing of the formal complaint, including any legal fees they may incur.

E. Procedures for a Formal Ethics Investigation

1. The procedures for investigating the complaint must give both the complainant and the respondent an opportunity to substantiate their position.

2. After a complaint is filed and accepted, the Ethics Committee Chair may appoint a subcommittee of three Ethics Committee members, including the Chair, to investigate the complaint according to the procedures in this section.

3. The complainant will be asked to appear for a personal interview with the Ethics Committee or its Subcommittee, which may be conducted in person or by HIPPA-compliant videoconference. In this meeting, the complainant will be given an opportunity to provide a detailed description of the behavior in question. Committee members may ask questions to clarify what occurred and the impact it has had on the complainant. The complainant should present all evidence of the alleged violation at this time, including the names of any witnesses who can substantiate the complainant's allegation.

4. The respondent will be asked to appear for a personal interview with the Ethics Committee or its Subcommittee, which may be conducted in person or by HIPPA-compliant videoconference. In this meeting, the respondent will be given an opportunity to provide a detailed response to the complaint. Committee members may ask questions to clarify what occurred and the impact it has had on the respondent. All evidence that may refute the alleged violation must be presented at this time, along with the names of any witnesses who can substantiate the respondent's position.

5. The complainant and the respondent have the right to be accompanied by one person at any Ethics Committee meeting which they attend, provided that the accompanying person signs a confidentiality agreement (see Appendix). The Ethics Committee must be notified at least thirty days before the meeting if either party plans to be accompanied and by whom. When joint meetings are held, where both complainant and the respondent are present, the Ethics Committee must notify the other party when one party plans to be accompanied and by whom. Either party may be accompanied by counsel in this meeting; however, both complainant and respondent must submit directly to questioning by the Ethics Committee.

6. The complainant and respondent may at any time communicate in writing with the Ethics Committee Chair.

7. The complainant and respondent may not communicate with each other while the ethics complaint is pending.

8. The Ethics Committee may request further information at any time, in writing or by personal interview, from the complainant, the respondent, or other parties it deems appropriate.

9. The Ethics Committee may request that the two parties attempt to resolve their difficulty through mediated discussion, either with the Ethics Committee, one or more of its members, or in another appropriate forum. The decision to do so is completely voluntary for both parties and both must consent to participate in writing.

10. The Ethics Committee may, when necessary, proceed to a hearing at which the complainant and the respondent may present their respective positions and supporting evidence. The hearing can take place with each party separately or with both parties in a joint meeting. The Chair of the Ethics Committee shall send written notice of the hearing to the parties at least forty-five days before the hearing date.

    Each party shall have the right to hear and to question the testimony of the other party. The person wishing to exercise this right must request to do so in writing at least thirty days before the hearing date. The other party is required to participate in a joint meeting if so requested. All parties must receive twenty days' written notice if this is anticipated.

F. Procedures for Ethics Committee Determinations

1. Following the investigation, and after appropriate deliberation, the Ethics Committee must make a particular finding appropriate to the individual case.

2. In the absence of evidence supporting the alleged misconduct, the Ethics Committee must dismiss the complaint. All written records of the complaint and investigation must be sealed and preserved as described in Section H2 and H3. Both parties must be notified in writing within thirty days of the decision. The Chair must also notify the IRSJA President of the decision within thirty days. If appropriate, the Chair may may provide the complainant with information about other options for resolution of their concern.

3. To make the determination of an ethical violation, the Ethics Committee must identify one or more rules contained in the IRSJA Code of Ethics that were violated. They must also specify the witness corroboration or other evidence that they relied upon to make this determination. This information must be included in notifications of the complainant and respondent.

4. If the Ethics Committee finds that the Individual Member has committed a breach of the Code of Ethics, it may take any of the following actions:
    a. Mediated resolution of the matter with the complainant.
    b. Mediated apology to the complainant.
    c. A written warning outlining the potential ethical issues a particular action may involve;
    d. A written reprimand censuring the respondent for any ethical violations they may have committed;
    e. Monitoring of professional activities as stipulated by the Committee.

f. Suspension from positions of responsibility within the Society.
g. Expulsion from the IRSJA.

5. In addition to the actions listed in Section F4, The Ethics Committee may also require the respondent to take any of the following actions, alone or in combination:
   a. Individual analysis or psychotherapy with a senior colleague who is approved by the Ethics Committee;
   b. Apology to the IRSJA membership, including candidates if specified by the Committee.
   c. Individual supervision relevant to the problem, with an approved senior colleague who is approved by the Ethics Committee, the period and frequency of the consultation to be approved by the Ethics Committee;
   d. Independent medical, psychological and/or substance abuse evaluation and treatment, with report to be released to the Committee or to the respondent's therapist or supervisor, at the discretion of the Committee.

6. In cases resulting in sanctions 4f, 4g, and 5b above, the Ethics Chair shall inform the IRSJA President of the Ethics Committee's decision. If the respondent is an IRSJA training candidate, the Director of Training must also be notified. The name of the respondent and the findings of the Ethics Committee must be included in this notification.

7. Following the determination of a formal complaint, the Chair of the Ethics Committee must send written notification of the decision to the complainant and the respondent within thirty days of finalizing it. If a violation is found to have occurred, the notification must specify the rules found to have been violated, and the actions imposed by the Ethics Committee. This notification shall be sent via US Mail, with return receipt requested.

8. Both the respondent and the complainant have thirty days from their receipt of the notification by the Ethics Chair (indicated by their signature on the return receipt) to accept or appeal the determination of the Ethics Committee. If no timely appeal is filed, the decision of the Ethics Committee shall be final, and the respondent and complainant shall be deemed to have accepted it.

9. If either the respondent or the complainant should appeal the determination, the appeal will be heard as specified in *The Responsibilities and Procedures of the Ethics Appeals Committee*. The Ethics Committee Chair must notify both the complainant and respondent in writing whether the determination has been deemed accepted or is being appealed, once the thirty-day period has ended.

10. If monitoring is included in the imposed and accepted sanctions, the Ethics Committee may delegate responsibility for monitoring to a subcommittee which it creates for that purpose.

Such a committee may be constituted to follow the respondent throughout the process of implementation of sanctions.

11. If the respondent fails to comply with any directives of a final decision, the Ethics Committee may initiate appropriate actions, including an additional finding of unethical conduct, which could form the grounds for further Ethics Committee sanctions.

12. In every case where the Ethics Committee determines that expulsion from IRSJA is indicated, an automatic and independent review of the process, findings and decisions of the Ethics Committee shall be conducted by the Ethics Appeals Committee. The Chair of the Ethics Committee must send written notification of an automatic review to the respondent, the complainant, the Chair of the Ethics Appeals Committee, and the President of the IRSJA. If the respondent is an IRSJA training candidate, the Director of Training must also be notified. This notification must be sent within thirty days of the Ethics Committee's decision.

G. Procedures for Reporting by the Ethics Committee

1. When a determination of misconduct has been deemed final by the Ethics Committee, the Chair must report to the IRSJA membership at the next IRSJA business meeting, stating the principles found to have been violated by the respondent and the action which was taken. The identities of the complainant and the respondent, as well as the specific details of the misconduct, must not be disclosed, except as described in section 3 below.

2. When a determination of ethical misconduct has been deemed final by the Ethics Committee, the Chair may communicate findings which it deems necessary to protect the public health, safety or welfare. This information may include the name of the respondent, the ethical principles found to have been violated, and the actions that were taken. The information may be provided to affiliated professional associations, state licensing boards, and other individuals and organizations which require the information to protect the public. No such communication may be made without the advice of counsel to ensure that the Ethics Committee, the Ethics Appeals Committee, the IRSJA, and its officers and members are complying with all applicable laws, especially those addressing privacy and defamation.

H. Procedures to Maintain Records and Confidentiality

1. All records and information regarding consultations and complaints handled by the Ethics Committee are confidential within the Ethics Committee, except as otherwise stated in this document.

2. All written files must be converted into an electronic format for preservation. All files shall be stored securely, according to current IRSJA procedures for preserving confidential files. These must only be accessible for the work of the Ethics Committee. It is the responsibility of the Committee Chair to provide secure storage and to transfer the stored materials to their successor.

3. After a determination is finalized, the Chair of the Ethics Committee, as applicable, shall:

    a. Prepare a summary report which includes the date of the ethics determination, the basis for the determination, the members of the Committee responsible for the investigation and the findings of the Ethics Committee.

    b. This summary report must be stored with the letter of complaint, the Ethics Committee's determination letter, all correspondence between the Ethics Committee and the complainant and respondent, the consent forms signed by the complainant and respondent, reports of monitoring, if applicable, letters about the final disposition, and other significant documents, as determined by the Committee.

    c. Sealed records may be opened only by the Chair of the Ethics Committee if required during a an appeal within the IRSJA, a legal proceeding; or if required in response to an appeal of the Committee's determination to the International Association of Analytical Psychology or another certifying body; if there is a subsequent ethical complaint against the same individual; or if a respondent who has been expelled from the IRSJA re-applies for membership or candidacy, in which case permission to release of the information to the IRSJA Membership or Training Committee must be obtained.

    d. The sealed records must be retained for a period of ten years after completion of a case. The ten-year period begins after the last official contact between the Ethics Committee and the respondent. In cases where the sanctions include monitoring or other post-determination action, the ten (10) year period shall begin after the monitoring or other post-determination period has been completed.

4. Records concerning members who were expelled shall be maintained for the approximate lifetime of the member.

Appendix 1

Agreement to File a Formal Ethics Complaint

To be signed by each complainant

I, _____, have received the following documents, which detail the standards and rules that govern ethical complaints and appeals within the Inter-Regional Society of Jungian Analysts (IRSJA).

- *The IRSJA Code of Ethics*
- *The Responsibilities and Procedures of the Ethics Committee*
- *The Responsibilities and Procedures of the Ethics Appeals Committee*

I agree that I have a concern regarding possible unethical, unprofessional, or otherwise harmful conduct of a member or candidate of the IRSJA.

I agree to accept and abide by the procedures detailed in the above documents throughout the process of investigation of the complaint which I have filed against _____.

I agree to accept and abide by the provision of confidentiality of all Ethics Committee and Ethics Appeals Committee proceedings, except for reports as outlined in the Procedures.

I also agree to accept and abide by the IRSJA policy of allowing the ethics process to proceed without interruption or undue pressure. Specifically, I will refrain from appealing the actions of the Ethics Committee to any other group or organization, prior to receiving the final determination of the IRSJA Ethics Committee or the IRSJA Ethics Appeals Committee, if there is an appeal.

I further understand that if I choose to file a civil action prior to receiving a final determination of the IRSJA Ethics Committee or the IRSJA Ethics Appeals Committee (if there is an appeal) that the basis of my civil action may change significantly. Nevertheless, I accept and agree that if I do file a civil action regarding the complaint and/or ethics investigation conducted by IRSJA, I will be liable for any attorney fees which I may incur.

Date: _____ Signature: _____

Appendix 2

Release of Information to Respondent

I, _____, give permission to the Ethics Committee and Ethics Appeals Committee of the Inter-Regional Society of Jungian Analysts (IRSJA) to provide a copy of my written ethics complaint dated _____ to_____ (the person against whom I am making this complaint), and to quote from materials I have provided. Such material may include both my written communication and any information from my personal interviews with the Ethics Committees or its members, and from my correspondence with attachments, if any.

Date: _____ Signature: _____

Appendix 3

Release of Psychotherapy Records

I, _____, give permission to _____ (the psychotherapist against whom I am making the complaint), to provide the Ethics Committee and Ethics Appeals Committee of the Inter-Regional Society of Jungian Analysts with all records of my psychotherapy and Jungian Analysis pertinent to the complaint.

Date: _____ Signature: _____

Appendix 4

Agreement of Cooperation with Ethics Investigation

To be signed by each respondent

I, _____, hereby re-affirm that I accept and will abide by the Procedures of the Ethics Committee and of the Ethics Appeals Committee throughout the process of investigation of the complaint which _____ filed against me.

I re-affirm that I accept and will abide by the provisions concerning confidentiality of all Ethics Committee and Ethics Appeals Committee proceedings, except for reports as outlined in the Procedures.

I also agree to accept and abide by the IRSJA policy of allowing the ethics process to proceed without interruption or undue pressure.

I understand my rights to appeal a final determination of the IRSJA Ethics Committee. I understand that a final determination by either the IRSJA Ethics Committee or the IRSJA Ethics Appeals Committee is separate and distinct from a civil cause of action which would be filed in a court of law.

I further understand that if I choose to file a civil action prior to receiving a final determination of the IRSJA Ethics Committee or the IRSJA Ethics Appeals Committee (if there is an appeal) that the basis of my civil action may change significantly. Nevertheless, I accept and agree that if I do file a civil action regarding the complaint and/or ethics investigation conducted by IRSJA, I will be liable for any attorney fees which I may incur.

Date: _____ Signature: _____