

IASPM Appeals Procedure

This procedure addresses the procedure for appealing a decision made by the IASPM Executive following a review of a complaint:

1. If an IASPM member believes that a decision made in relation to a complaint is wrong, they may appeal on the following grounds:
 - a. Procedural: the IASPM member may appeal the decision based on a claim that procedures as outlined in the IASPM Code of Conduct and/or Misconduct Procedures were not properly followed.
 - b. Misjudgement: the IASPM member may appeal the decision based on a claim that the original decision was misjudged.
2. The IASPM member must submit their appeal in writing to the Chair of the Executive Committee within 28 days of receiving the original notification of decision.
3. The IASPM Executive will then allocate the appeal, along with the original decision, to an independent appeals committee made up of at least 3 IASPM members who were not involved in the original decision.
4. The appeals committee will review the appeal and the original decision. The appeals committee will not begin or reopen the code of conduct investigation. The committee Chair will then take the following action:
 - a. Uphold the original decision;
 - b. Overturn the original decision and recommend a new decision; or
 - c. Solicit advice from an attorney and/or other specialists with relevant expertise in order to inform the decision.
4. In exceptional cases, IASPM may allocate an appeal to an external party, to include an attorney and/or other complaints handling specialist.
5. The appeals committee will communicate their decision in writing no later than 28 days following receipt of the appeal.
6. The decision of the appeals committee is final and no further appeals will be considered.

Note: This procedural statement is informational only, it is not a contract, and does not create any legally enforceable protections or obligations on the part of IASPM. It is not intended, nor should it be used, to support a cause of action, create a presumption of a breach of legal duty, or form a basis for civil liability. IASPM is a small organisation run by volunteers, and this may impact its ability to respond to complaints.

(adapted from SEM and AMS policies)