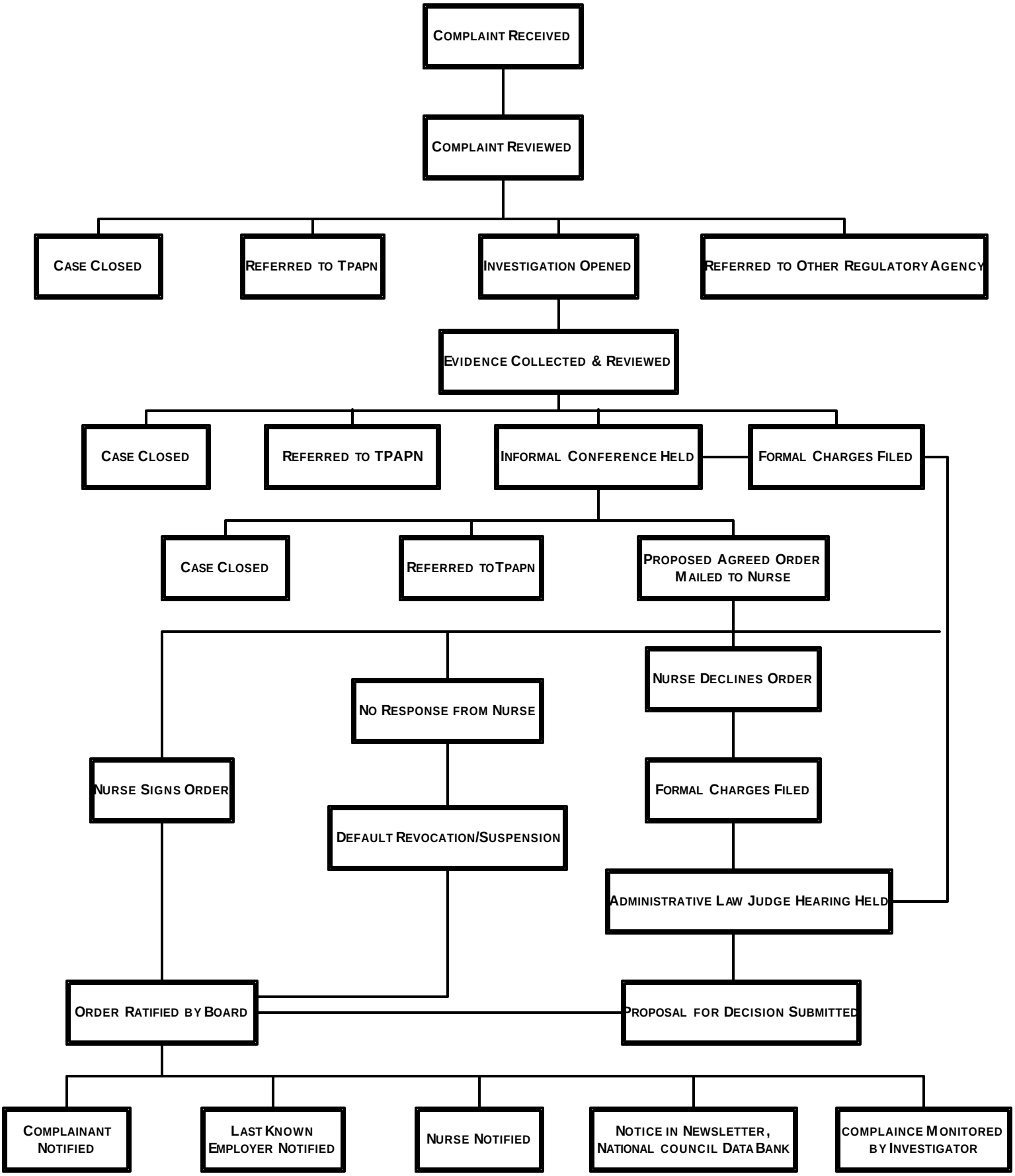INVESTIGATORY & DISCIPLINARY PROCESS