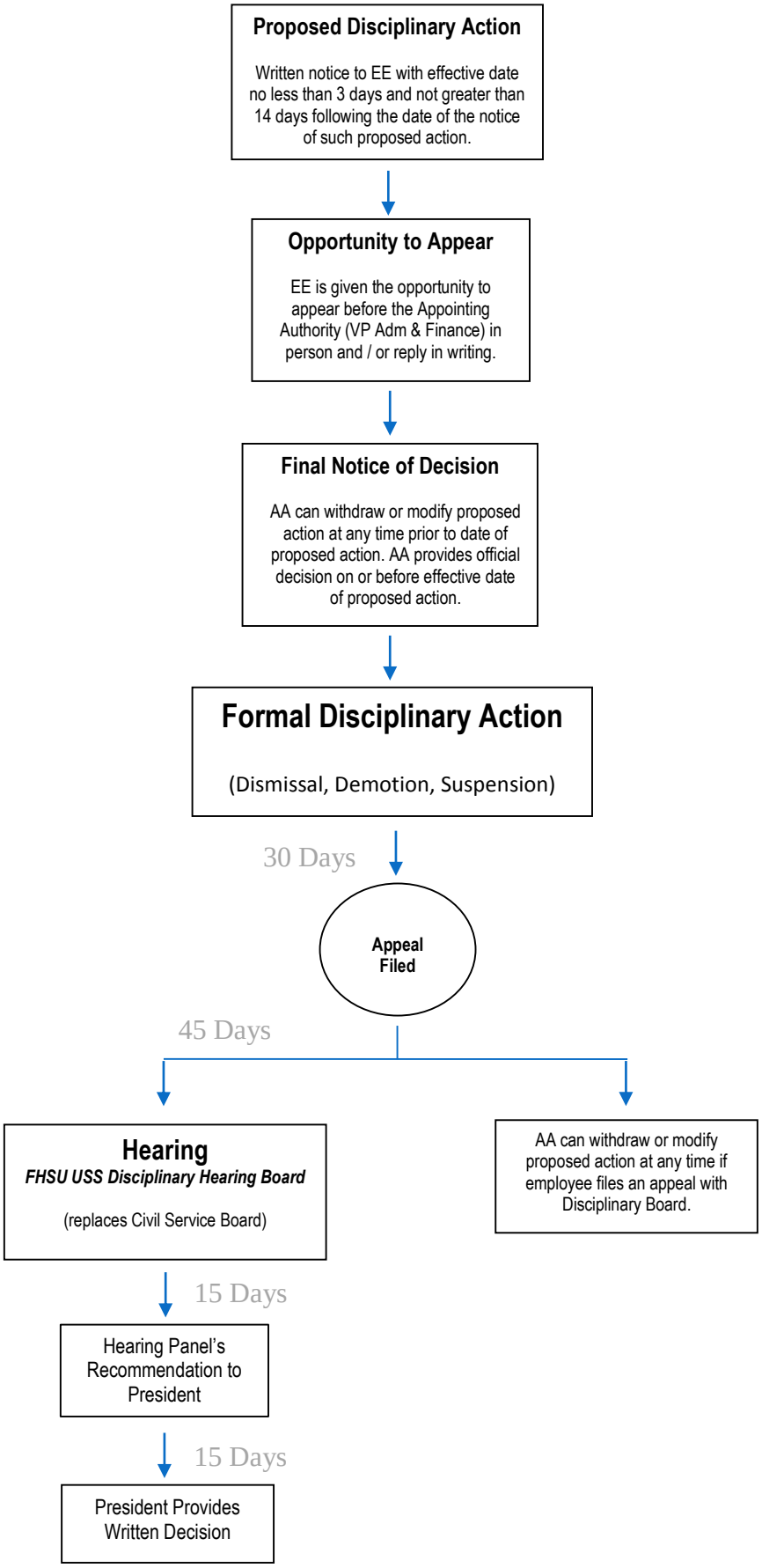Disciplinary Hearing Process