



Discipline Resolution Process

The Discipline Resolution Process is one way that the Discipline Committee can make a final decision in a case.

Which cases are eligible?

This process is only available for discipline cases. Final decisions in fitness to practise cases have to be made at a hearing.

Discipline cases are eligible for the Discipline Resolution Process if:

- The RECE and the Prosecutor participated in Case Management
- The RECE and the Prosecutor agree what the outcome should be for all parts of the case
- The agreement does not include an order that the RECE pay costs or a fine
and
- The RECE and the College of Early Childhood Educators consent (agree) to use this process

Discipline cases are **not** eligible if the accusations against the RECE include sexual abuse of a child or similar conduct.

What are the benefits?

The Discipline Resolution Process is a fast-track process. The Discipline Committee is normally able to make decisions in these cases earlier than it can make decisions in cases that have hearings.

The Discipline Resolution Process itself is also shorter than a hearing. The RECE and the Prosecutor explain what they think should happen in the case and why in a written document called a Proposed Resolution. This means they do not have to present this information orally at a formal hearing. In fact, the RECE and the Prosecutor do not participate in the Discipline Committee's meeting, but they can observe if they want.

What else do RECEs need to know?

Open to the public

When the Discipline Committee meets to make a decision using the Discipline Resolution Process, members of the public can observe. This is the same as for cases that have a hearing.

When the Discipline Committee makes a decision about a case using the Discipline Resolution Process, information about their decision is public. This may include information on the [public register](#), a summary in [Connexions](#), and/or the written decision being posted online. This supports transparency and is required by law.



Possible Outcomes

In most cases, the Discipline Committee adopts the Proposed Resolution prepared by the RECE and the Prosecutor.

There are rare exceptions that RECEs should know about. It is possible for the Discipline Committee to suggest changes to the Proposed Resolution, which the RECE and the Prosecutor can each either accept or reject. If both the RECE and the Prosecutor accept the changes, that will be the outcome of the case. If one or both of them reject the changes, the case will have a hearing. The Discipline Committee can also reject the Proposed Resolution. If this happens, the case will have a hearing.

No appeal

If the Discipline Committee decides the outcome of a case through the Discipline Resolution Process, the RECE and the Prosecutor have no right to appeal the decision in court. That means it's final.

In all such cases, the outcome of the case is something that the RECE and the Prosecutor agreed about in advance.