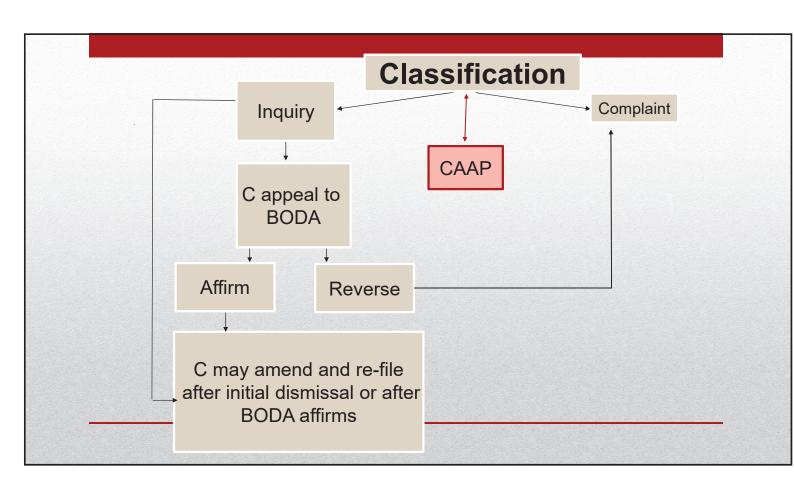


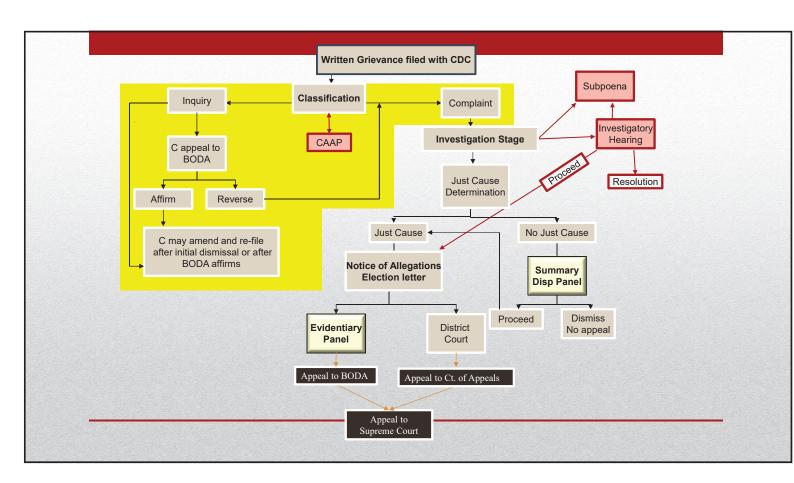
It really isn't this convoluted



Grievance can be from any source

- Anyone there is no standing requirement
 - Client
 - Opposing party
 - Opposing counsel
 - Hearing officer
 - Judge
 - Bystander
 - SBOT can initiate







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First appeared as part of the conference materials for the 35^{th} Annual School Law Conference session "The Disciplinary Process"