



INSIGHT INTO THE GRIEVANCE PROCESS

Leonor Hodge and Evin Grant



Grievance Process Overview

Initiation of a
Grievance

Letter of
Notice

Response
from Lawyer
(Respondent)

Investigation

Grievance
Committee

Next Steps



NAVIGATING THE STATE BAR'S GRIEVANCE PROCESS

DO

Request More Time
if You Need It

Respond in Writing

Meet the Response
Deadline or
Request Additional
Time

Explain and Provide
Relevant Context

Provide Relevant
Supporting
Documentation

DON'T

Panic

Assume the State Bar
has concluded the
allegations are well
founded

Attack the
complainant and/or
client

Use as an opportunity
to express
frustrations or
concerns about the
Grievance Process

Provide unvetted
voluminous
documentation

Grievance Investigation



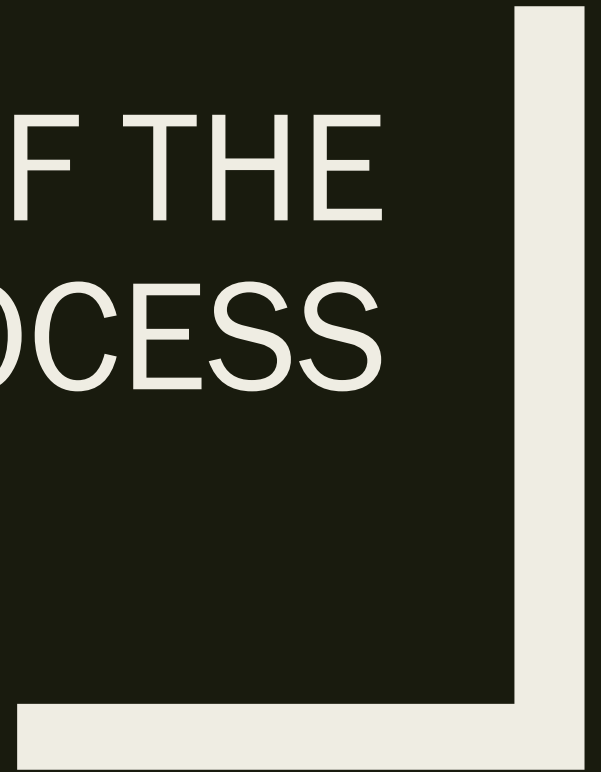
- Primary Source
 - Written Submissions
 - Complaint and Response
- Other Sources
 - Witness Interviews
 - Financial Audit
 - Court Files

Grievance Committee

- Standing Committee of the State Bar
- Oversees investigation of grievances
 - Investigations are confidential
- Meets Quarterly during State Bar Quarterly Meetings
- Determines whether probable cause to believe RPC violated
- Issues Written Discipline
- Refers matters for trial before the Disciplinary Hearing Commission



OUTCOMES OF THE GRIEVANCE PROCESS



POSSIBLE OUTCOMES

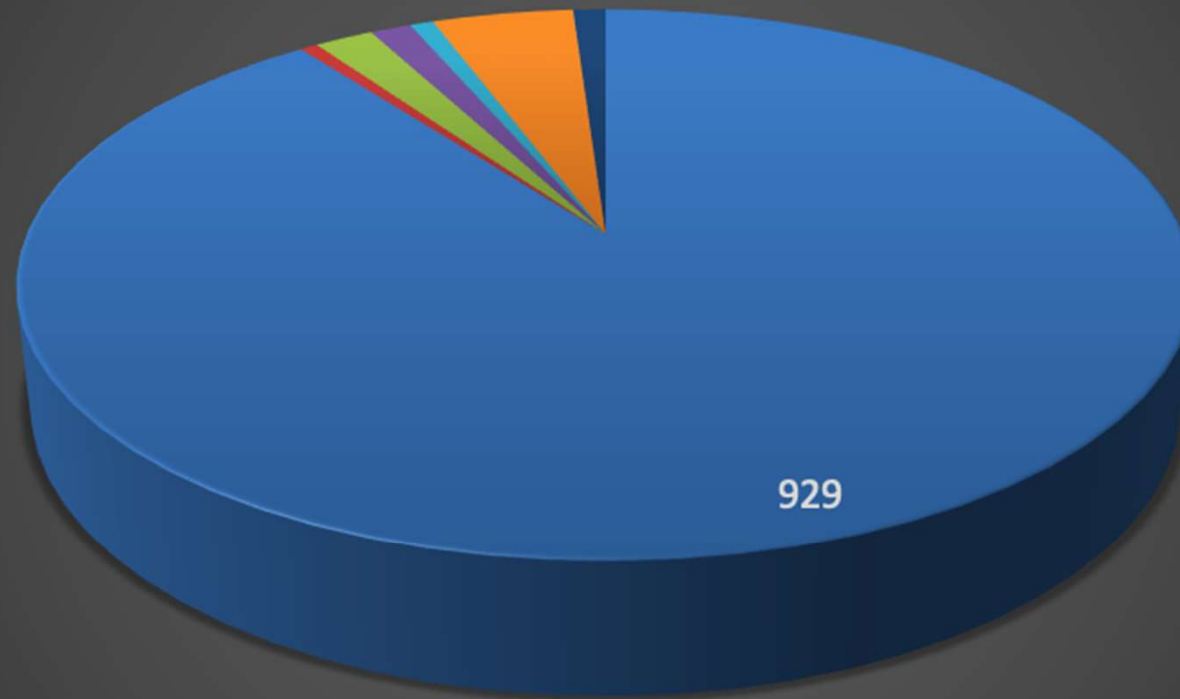
Grievance Committee and Disciplinary Hearing Commission

- Dismissal
- Letter of Caution
- Letter of Warning
- Admonition
- Reprimand
- Censure

Disciplinary Hearing Commission

- Stayed Suspension
- Active Suspension
- Disbarment
- Transfer to Disability Inactive
Status

2023 Grievance Dispositions



Dismissed Deferred Admonitions Reprimands Censures DHC TACP



THANK YOU!

Questions?