

Code of Ethics

of the

National

Athletic Trainers'

Association



N A T A

NATA CODE OF ETHICS

PREAMBLE

The Code of Ethics of the National Athletic Trainers' Association has been written to make the membership aware of the principles of ethical behavior that should be followed in the practice of athletic training. The primary goal of the Code is the assurance of high quality health care. The Code presents aspirational standards of behavior that all members should strive to achieve.

The principles cannot be expected to cover all specific situations that may be encountered by the practicing athletic trainer, but should be considered representative of the spirit with which athletic trainers should make decisions. The principles are written generally and the circumstances of a situation will determine the interpretation and application of a given principle and of the Code as a whole. Whenever there is a conflict between the Code and legality, the laws prevail. The guidelines set forth in this Code are subject to continual review and revision as the athletic training profession develops and changes.

PRINCIPLE 1:

Members shall respect the rights, welfare and dignity of all individuals.

- 1.1 Members shall neither practice nor condone discrimination on the basis of race, creed, national origin, sex, age, handicap, disease entity, social status, financial status or religious affiliation.
- 1.2 Members shall be committed to providing competent care consistent with both the requirements and the limitations of their profession.
- 1.3 Members shall preserve the confidentiality of privileged information and shall not release such information to a third party not involved in the patient's care unless the person consents to such release or release is permitted or required by law.

PRINCIPLE 2:

Members shall comply with the laws and regulations governing the practice of athletic training.

- 2.1 Members shall comply with applicable local, state, and federal laws and institutional guidelines.
- 2.2 Members shall be familiar with and adhere to all National Athletic Trainers' Association guidelines and ethical standards.
- 2.3 Members are encouraged to report illegal or unethical practice pertaining to athletic training to the appropriate person or authority.
- 2.4 Members shall avoid substance abuse and, when necessary, seek rehabilitation for chemical dependency.

PRINCIPLE 3:

Members shall accept responsibility for the exercise of sound judgment.

- 3.1 Members shall not misrepresent in any manner, either directly or indirectly, their skills, training, professional credentials, identity or services.
- 3.2 Members shall provide only those services for which they are qualified via education and/or experience and by pertinent legal regulatory process.
- 3.3 Members shall provide services, make referrals, and seek compensation only for those services that are necessary.

PRINCIPLE 4:

Members shall maintain and promote high standards in the provision of services.

- 4.1 Members shall recognize the need for continuing education and participate in various types of educational activities that enhance their skills and knowledge.
- 4.2 Members who have the responsibility for employing and evaluating the performance of other staff members shall fulfill such responsibility in a fair, considerate, and equitable manner, on the basis of clearly enunciated criteria.
- 4.3 Members who have the responsibility for evaluating the performance of employees, supervisees, or students, are encouraged to share evaluations with them and allow them the opportunity to respond to those evaluations.
- 4.4 Members shall educate those whom they supervise in the practice of athletic training with regard to the Code of Ethics and encourage their adherence to it.
- 4.5 Whenever possible, members are encouraged to participate and support others in the conduct and communication of research and educational activities that may contribute knowledge for improved patient care, patient or student education, and the growth of athletic training as a profession.
- 4.6 When members are researchers or educators, they are responsible for maintaining and promoting ethical conduct in research and educational activities.

PRINCIPLE 5:

Members shall not engage in any form of conduct that constitutes a conflict of interest or that adversely reflects on the profession.

- 5.1 The private conduct of the member is a personal matter to the same degree as is any other person's except when such conduct compromises the fulfillment of professional responsibilities.
- 5.2 Members of the National Athletic Trainers' Association and others serving on the Association's committees or acting as consultants shall not use, directly or by implication, the Association's name or logo or their affiliation with the Association in the endorsement of products or services.
- 5.3 Members shall not place financial gain above the welfare of the patient being treated and shall not participate in any arrangement that exploits the patient.
- 5.4 Members may seek remuneration for their services that is commensurate with their services and in compliance with applicable law.

NATA MEMBERSHIP STANDARDS, ELIGIBILITY REQUIREMENTS, and MEMBERSHIP SANCTIONS & PROCEDURES

I. Membership Standards

In accepting membership in NATA, an applicant agrees that:

- A. He or she will comply with the Charter, By-laws, policies, rules, and standards of NATA and the laws and regulations governing NATA. The applicant also agrees to bear the burden for demonstrating and maintaining compliance with these provisions at all times.
- B. The cards and logos of NATA, the name "National Athletic Trainers' Association, Inc.," the term "NATA," the terms "ATC" and "CAT," and abbreviations relating thereto are all exclusive property of the NATA and may not be used in any way without the express written consent of NATA.
- C. The individual shall immediately relinquish, refrain from using and correct at the individual's expense any outdated or other inaccurate use of any NATA card, logo, mark, and emblem and of the NATA name and related abbreviations, in case of suspension, limitation, or cancellation by, or resignation from NATA, or as otherwise requested by NATA.
- D. If the individual refuses to relinquish immediately, refrain from using and correct at his or her expense any misuse or misleading use of any of the above items when requested, the individual agrees that NATA shall be entitled to obtain injunctive relief, damages, costs and attorney's fees incurred in obtaining any such or other relief.

II. Eligibility for Membership

- A. No individual is eligible for membership unless he or she agrees to comply, and, when a member, is in compliance with all NATA Charter provisions, By-laws, policies, rules, standards, and other governing laws and regulations. NATA may take appropriate action with respect to members' violations of these Charter provisions, By-laws, policies, rules, standards and other governing laws and regulations.
- B. The individual must truthfully complete and sign an application in the form provided by NATA and shall provide additional information as requested. The individual must notify NATA of any change in address, telephone number, and any other facts bearing on eligibility or membership within thirty (30) days of such occurrence.
- C. An individual convicted of a felony directly related to public health, athletic care, or education shall be ineligible to apply for membership for a period of one year from the exhaustion of appeals, completion of sentence, or completion of parole, whichever is later. Convictions of this nature include but are not limited to felonies involving: rape; sexual abuse of an athlete or child; actual or threatened use of a weapon or violence; the prohibited sale or distribution of a controlled substance, or its possession with the intent to distribute; or use of position of athletic trainer improperly (i) to influence or attempt to influence the outcome or score of an athletic event or (ii) in connection with any gambling activity.

III. Membership Sanctions and Procedures

A. Grounds for Sanctions

When a person becomes a member of NATA, he or she assumes certain obligations and responsibilities. A member is responsible for dues as provided and specified by the By-laws or other governing provisions. A member may be subject to one or more of the sanctions set forth in Section III G, below, if his or her conduct falls within one of the following categories:

1. Misstatement of a material fact or failure to state a material fact in an application for membership, or in any other manner obtaining or attempting to obtain NATA membership by fraud or deception;
2. Knowingly assisting another to obtain or attempt to obtain NATA membership by false statement, fraud or deception;
3. Misrepresentation of NATA membership status;
4. Misrepresentation of NATA certification status, or other professional qualification or credentials;
5. The conviction of, plea of guilty or plea of nolo contendere to a felony which is directly related to public health or athletic care or education. This includes but is not limited to a felony involving: rape; sexual abuse of an athlete or child; actual or threatened use of a weapon or violence; the prohibited sale or distribution of a controlled substance, or its possession with the intent to distribute; or use of position of athletic trainer improperly (i) to influence or attempt to influence the outcome or score of an athletic event or (ii) in connection with any gambling activity.
6. Serious or repeated violations of the NATA's Charter, By-laws, Code of Ethics, policies, rules or standards.

B. Panels

1. With general oversight from the NATA Board of Directors, the NATA Ethics Committee, by majority vote, shall select persons who are NATA members to form (i) an Investigative Panel of nine NATA members, (ii) a Fact-Finding Panel of seven NATA members, and (iii) an Appellate Panel of nine NATA members, to address alleged violations of the standards set forth in Sections III A(1)-(6), above. The majority of each of these panels shall consist of Ethics Committee members, and a majority of each of the Presiding Panels selected to handle individual cases shall, if possible, be Ethics Committee members. The Ethics Committee shall attempt to staff Presiding Panels with members from (a) a variety of practice settings, (b) geographically diverse locations, and (c) diverse backgrounds and levels of experience.
2. The terms of the members of each of the three Panels shall run for two years and may be renewed.
3. A majority of the members of each Panel shall annually elect the Chair of that Panel.

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4. In every individual case, three members of the Investigative Panel shall carry out the requisite investigative function; three members of the Fact-Finding Panel shall carry out the requisite hearing function; and three members of the Appellate Panel (one Ethics Committee member, one at-large member, and one director from the Board) shall carry out the requisite appellate function. The Chair of each Panel shall determine the identity of the Presiding Panel members assigned to carry out such functions in each case, after due consideration is given to fairness, efficiency, and convenience to all concerned.

5. In every individual case, NATA shall, upon written request from the Investigative or Fact-Finding Panels, provide to said Panels all information in the custody of NATA related to the NATA applicant or member in question. Each NATA applicant or member in question shall release, discharge, and exonerate NATA, its officers, directors, employees, committee members, and agents furnishing said information, from any and all liability of any nature and kind arising out of or relating to the furnishing of said information.

6. No NATA member shall serve concurrently on more than one of the three Panels.

7. No NATA member shall serve on more than one Presiding Panel in the same case.

8. No member of any of the three Panels shall participate in any case where his or her impartiality or the presence of an actual, potential or apparent conflict of interest might reasonably be questioned.

9. When a vacancy occurs on one of the three Panels, the Ethics Committee by majority vote shall promptly elect a replacement from among the NATA membership.

C. Reporting of Violations

NATA members who have information with regard to allegations raising issues under Sections III A (1)-(6), above, and wishing to supply such information to NATA, shall supply this information, with as much specificity and documentation as possible, to NATA's Executive Director or Chair of the Ethics Committee. If an NATA member supplies information to only one of these two individuals, the individual receiving the information shall notify the other, and supply copies of any letters or other documents received. If an NATA member, or someone who is not an NATA member, supplies information concerning a possible violation of NATA standards to an NATA member other than the Executive Director or the Ethics Committee Chair, that member may forward the information to the Executive Director or Ethics Committee Chair, or encourage the individual or individuals supplying the information to do so.

Information need not be supplied in writing, and the reporting NATA member need not identify him or herself. However, NATA's Executive Director and Ethics Committee Chair will not forward information that is too vague, information that cannot be substantiated without the assistance of the reporting person, or information where, in the opinion of the NATA Executive Director and Ethics Chair, there is no need for anonymity for the reporting individual. A member may report information on the condition that the member's name or certain other facts be kept confidential. NATA may proceed with an investigation subject to such a condition; however, NATA must inform the reporting member that at some point in the investigation NATA may determine that it cannot proceed further without disclosing some of the confidential information, either to the applicant or member under investigation or to some other party. A reporting member, upon receiving this information from NATA, may decide whether or not to allow the information to be revealed. If the reporting member decides that the necessary information must remain confidential, NATA may be required to close the unfinished investigation for lack of necessary information. NATA members are strongly encouraged to provide information, with as much detail as possible, in writing.

D. Investigation

1. Whenever the Chair of the Investigative Panel receives allegations which in his or her judgment sufficiently and meaningfully raise the possibility of violations of Sections III A (1)-(6), above, by an NATA applicant or member, the Investigative Panel, through a Presiding Panel composed of three (3) members appointed by the Chair, shall conduct a preliminary inquiry into the matter. Upon commencing such a preliminary inquiry, the Chair of the Investigative Panel shall by certified mail, return receipt requested, notify the NATA applicant or member in question that such an inquiry is being conducted and shall state the provisions of the Membership Standards relating to said preliminary inquiry. This notification shall be provided in or consistent with the form specified by NATA's counsel, and shall be reviewed by NATA's Executive Director or counsel prior to mailing.
2. If the three-member Presiding Investigative Panel by majority vote determines that there is good cause to believe that a more formal and thorough investigation need be conducted, such an investigation shall commence. If such an investigation commences, the Chair of the Presiding Investigative Panel shall by certified mail, return receipt requested, so notify the NATA applicant or member in question and shall specify the provisions of the Membership Standards relating to said formal investigation.
3. If the three-member Presiding Investigative Panel by majority vote determines that no good cause exists to question compliance with the relevant Membership Standards, no further action shall be taken. The inquiry shall be closed, and the Chair of the Presiding Investigative Panel shall, by certified mail, return receipt requested, so notify the NATA applicant or member in question, the Chair of NATA's Ethics Committee and NATA's Executive Director.
4. If, after formal investigation, the three-member Presiding Investigative Panel by majority vote determines that there is good cause to believe that the NATA applicant or member in question has violated one or more of the Membership Standards, the Chair of the Presiding Investigative Panel shall, after appropriate review by counsel, forward to said NATA applicant or member by certified mail, return receipt requested, a detailed statement ("Statement of Allegations") setting forth:
 - (a) The Membership Standards allegedly violated;
 - (b) A summary of the Presiding Investigative Panel's allegations and charges;
 - (c) A summary of the evidence establishing the alleged violations of the Membership Standards;
 - (d) The possible sanctions for the alleged violations;
 - (e) Notification that the NATA applicant or member in question has the right to legal counsel in all subsequent proceedings;
 - (f) Notification that the NATA applicant or member in question has the right to request an oral and/or written hearing before the NATA Fact-Finding Panel with respect to the Statement of Allegations, with said applicant or member bearing his or her own expenses for such hearings;

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- (g) Notification that the NATA applicant or member in question shall have twenty-one (21) days after receipt of the Statement of Allegations:
 - (i) to notify the Panel if he or she disputes the allegations or possible sanctions set forth in the Statement of Allegations;
 - (ii) to submit a brief written response setting forth the applicant's or member's reasons for disputing the Statement of Allegations; and
 - (iii) to request an oral and/or written hearing;
- (h) Notification that the NATA applicant or member in question, in any matter in which a possible sanction is one of those listed in Sections III G 2 (a)-(e) below, may appear in person before the Presiding Fact-Finding Panel with the assistance of counsel, may make opening statements, present documents and testimony, examine and cross-examine witnesses under oath, make closing statements, and present written submissions on his or her behalf;
- (i) Notification that the NATA applicant or member in question, in any matter in which the possible sanctions are only those listed in Sections III G 2 (f)-(i) below, may request an oral hearing by telephone conference call with the Presiding Fact-Finding Panel, at which time the NATA applicant or member in question may participate with the assistance of counsel, may make appropriate statements or arguments, and may respond to questions from the Presiding Panel;
- (j) Notification that the NATA applicant or member in question may in any matter, if he or she wishes, waive oral hearing and merely submit written materials to the Presiding Fact-Finding Panel in response to the Statement of Allegations, on a schedule to be established by the Fact-Finding Panel;
- (k) Notification that the establishment of the truth of the Statement of Allegations or the failure to respond thereto may result in the levying of any or all of the sanctions listed in the Statement of Allegations upon the NATA applicant or member in question;
- (l) Notification that if the NATA applicant or member in question does not dispute the Statement of Allegations, he or she consents that the Investigative Panel may refer the matter to the Fact-Finding Panel which may render a decision and levy appropriate sanctions.

5. If the NATA applicant or member in question disputes in any way the allegations or sanctions set forth in the Statement of Allegations, the Chair of the Investigative Panel shall forward the matter and the entire record thereof to the Chair of the Fact-Finding Panel.

6. All decisions of the three member Investigative Panel shall be considered the decisions of the entire Investigative Panel.

E. Fact Finding

1. After receipt of the record of a matter from the Chair of the Investigative Panel, the Chair of the Fact-Finding Panel shall with reasonable expedition:

- (a) appoint three members of the Panel, two of whom are Ethics Committee members, to preside over the matter;

- (b) schedule an appropriate hearing before the Presiding Panel members;
- (c) forward to the NATA applicant or member in question by certified mail, return receipt requested, a Notice of Hearing setting forth the identity of the Presiding Panel members and the date of the hearing.

2. The Fact-Finding Presiding Panel shall tape record all oral hearings.

3. In any matter in which a hearing is requested and a possible sanction is one of those listed in Sections III G 2 (a)-(e) below, the NATA and the applicant or member in question may make opening statements, present documents and testimony, examine and cross-examine witnesses under oath, make closing statements, and tender written submissions as permitted and scheduled by the Presiding Panel member. In all other matters in which a hearing is requested, both NATA and the applicant or member in question shall submit their contentions in writing as and when directed by the Presiding Panel members.

4. The Presiding Panel members shall determine all matters relating to hearing. All decisions of the Presiding Panel shall be considered the decisions of the entire Fact-Finding Panel.

5. If the Presiding Panel members, after a full and fair hearing, determine that the preponderance of the evidence does not establish any violation of the Membership Standards, no further action shall be taken. The case shall be closed, and the Presiding Panel shall, by certified mail, return receipt requested, so notify the NATA applicant or member in question, the Chair of NATA's Ethics Committee and NATA's Executive Director.

6. If the Presiding Panel members, after a full and fair hearing, determine that the preponderance of the evidence does establish that a provision of the Membership Standards has been violated, the Chair of the Presiding Panel shall prepare a written decision setting forth:

- (a) the Membership Standards that have been violated;
- (b) findings of fact establishing said violations;
- (c) appropriate sanctions; and
- (d) other relevant and appropriate information.

7. The Chair of the Fact-Finding Panel shall promptly forward a copy of the Presiding Panel's decision to the NATA applicant or member in question by certified mail, return receipt requested. The Chair shall also notify the NATA applicant or member in question in writing that he or she has the right to appeal the decision by submitting to the Chair of the Fact-Finding Panel a Notice of Appeal within ten (10) days of his or her receipt of the decision.

8. Upon receipt of a Notice of Appeal in any case, the Chair of the Fact-Finding Panel shall forward said Notice and the rest of the record of the case to the Chair of the Appellate Panel.

9. In every case in which the NATA applicant or member in question chooses not to appeal the decision of the presiding member of the Fact-Finding Presiding Panel, that decision shall be the final decision in the matter.

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10. When a decision of the Presiding Fact-Finding Panel is final, and the NATA applicant or member chooses not to appeal the decision, the Chair of the Fact-Finding Panel shall notify the Chair of the Investigative Panel, the Chair of the Ethics Committee, and NATA's Executive Director that a final decision has been reached, and shall notify each as to the nature of the decision. The Chair of the Fact-Finding Panel shall then turn over the complete file of the case to NATA's Executive Director.

F. Evidence

Formal rules of evidence shall not apply in any hearing before Fact-Finding Presiding Panels. Relevant evidence shall be admitted in all hearings. The Presiding Panel member shall resolve all questions disputed at the hearing, and shall notify counsel of its decisions with appropriate opportunity for review, before any sanctions are levied.

G. Sanctions

1. Sanctions for violations of any Membership Standard shall in all cases be reasonable in all the circumstances.
2. Such sanctions may include one or more of the following:
 - (a) denial of eligibility;
 - (b) cancellation of membership;
 - (c) non-renewal of membership;
 - (d) suspension of membership;
 - (e) public censure;
 - (f) private reprimand;
 - (g) required training or other corrective action;
 - (h) written reports with limited circulation; and
 - (i) conditions related to the above.

H. Appeal

1. Upon receipt of a Notice of Appeal and the remaining record of a case from the Chair of the Fact-Finding Panel, the Chair of the Appellate Panel shall:
 - (a) appoint three members of the Appellate Panel (one Ethics Committee member, one at-large member, and one director from the Board) to preside over the appeal;
 - (b) set a briefing schedule pursuant to which both NATA and the appealing NATA applicant or member may present their contentions in writing to the Presiding Panel with respect to the decision of the Fact-Finding Panel. For purposes of this presentation, NATA shall be represented by a member of the Ethics Committee, selected by the Committee, who is not or was not sitting on any panel involved with the case being appealed, and the written submission of that representative shall have been reviewed by NATA's Executive Director and approved by NATA's counsel; and

- (c) set a date for oral hearing either in person or by telephone conference call at the option of NATA, taking into account the seriousness of the allegations and the wishes of the NATA applicant or member. At the hearing, both NATA and the appealing NATA applicant or member may participate with counsel before the Presiding Panel.
 - (d) Formal rules of evidence shall not apply in any hearing before the Presiding Appellate Panel. Relevant evidence shall be admitted in all hearings. The Presiding Panel members shall resolve all questions disputed at the hearing, and shall notify counsel of its decisions with appropriate opportunity for review, before any sanctions are levied.
2. After oral hearing and due consideration, the Presiding Panel shall render a decision in writing affirming, reversing, or modifying the decision of the Fact-Finding Panel. The decision of the Presiding Panel shall be considered the decision of the entire Appellate Panel. The decision of the Presiding Panel members shall set forth the Panel's factual findings as well as the rationale for decision with respect to any violations of the Membership Standards and the levying of sanctions.
 3. In every case in which an NATA applicant or member exercises his or her appellate rights, the decision of the Appellate Panel shall be the final decision in the matter.

IV. Confidentiality of Proceedings

All proceedings before the Investigative, Fact-Finding, and Appellate Panels shall in all respects be confidential, except where:

- A. Disclosure is required by law or agreement; or
- B. A proceeding results in a final decision levying one or more of the sanctions listed in Sections III G 2 (a) - (e), above. In each such case, the identity of the NATA applicant or member in question, the provisions of the Membership Standards that have been violated, and the sanctions levied may be made public.

V. Reinstatement of Eligibility or Membership

- A. If eligibility is denied or membership canceled or not renewed on grounds set forth at II(A)-(C) or III(A)(1) - (6), eligibility or membership may be reconsidered on the following basis:
 1. In the event of a felony conviction directly related to public health or athletic care or education, no earlier than one (1) year from the exhaustion of appeals, completion of sentence, or completion of parole, whichever is later; or
 2. In any other event, no earlier than one (1) year from the final decision of ineligibility, cancellation, or non-renewal.

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B. In addition to other facts required by NATA, the NATA applicant or member in question must fully set forth the circumstances of the decision denying eligibility or canceling or not renewing membership, as well as all relevant facts and circumstances since the decision. The applicant must submit one copy of this material to NATA's Executive Director and one copy to the Chair of the Ethics Committee.

C. In such cases the NATA applicant or member in question bears the burden of demonstrating by clear and convincing evidence that the individual has been rehabilitated, does not pose a danger to others, and deserves NATA membership in all the circumstances.

D. If the Ethics Committee concludes that the NATA applicant or member has met his or her burden of demonstrating by clear and convincing evidence that he or she has been rehabilitated, it will advise the NATA applicant or member and NATA's Executive Director of this fact in writing and specify the date on which the NATA applicant or member's reinstatement or membership becomes effective.

E. If the Ethics Committee concludes that this burden has not been met, it will so advise the Executive Director, who will, with legal counsel, review the decision to ensure that it is consistent with NATA's legal obligations and restrictions. If the Executive Director concludes that this decision is consistent with these obligations and restrictions, he or she will submit the decision to the NATA Board of Directors for ratification by majority vote.

F. If the NATA Executive Director and legal counsel conclude that the decision of the Ethics Committee is not consistent with NATA's legal obligations and restrictions, it will so advise the Ethics Committee and instruct the Committee as to its alternatives.

G. The applicant will be advised promptly of any decision described in Sections V (D) and (E) made by the Ethics Committee, Executive Director, or the Board of Directors.

National Athletic Trainers' Association

Member/Applicant

Ethics Committee

Investigative Panel

9 Members, 3 Preside Over Case

Preliminary Investigation:

- No good cause found for formal investigation — **Case Closed**
- Good cause found for formal investigation, case forwarded to — **Fact-Finding Panel**

Fact-Finding Panel

7 Members, 3 Preside Over Case

Schedule Hearing:

- No violation found — **Case Closed**
- Violation found — Member has 10 days to appeal
- **Appellate Panel**
- **No Appeal — THIS IS A FINAL DECISION**

Appellate Panel

9 Members, 3 Preside Over Case

Schedule Briefing, Session, Oral Arguments

Decision:

- Affirmed — Sanctions levied
- Modified
- Reversed
- **Case Closed — THIS IS A FINAL DECISION**

INVESTIGATIVE

PANEL

Preliminary Investigation:

- **3 Members Serve on Panel**

Member notified by mail of inquiry,
letter first approved by NATA
Executive Director and Counsel

Good Cause For Formal Investigation:

Notify member in writing

- Alleged Violations
- Panel's Allegations
- Evidence
- Possible Sanctions
- Member's right to legal counsel
- Member has 21 days to respond
- Member may waive oral hearing and submit written materials
- Failure to respond may result in the levying of any or all sanctions

**All materials sent to
Fact-Finding Panel**

No Good Cause For Formal Investigation

CASE CLOSED

Member notified in writing

FACT-FINDING

PANEL

Case Received:

- **3 Member Panel**
- **Schedule Hearing**
- **Notify Member**

Violation of Standards:

Written statement prepared

- Violations
- Evidence
- Sanctions
- Other Information

Statement mailed to member

Appeal

**Case sent to
appellate panel**

No Appeal

**PANEL
DECISION
FINAL**

No Violation of Standards

CASE CLOSED

Member notified in writing

APPELLATE

PANEL

Case Received:

- **3 Member Panel**
- **Briefing Scheduled**
- **NATA Representative**
 - **Member**

Oral Appeal:

**Both parties may have legal
counsel present at hearing**

Decision:

- **Affirmed, Sanctions Imposed**
- **Reversed**
- **Modified**

**THIS DECISION
IS FINAL**



**National Athletic
Trainers' Association**

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