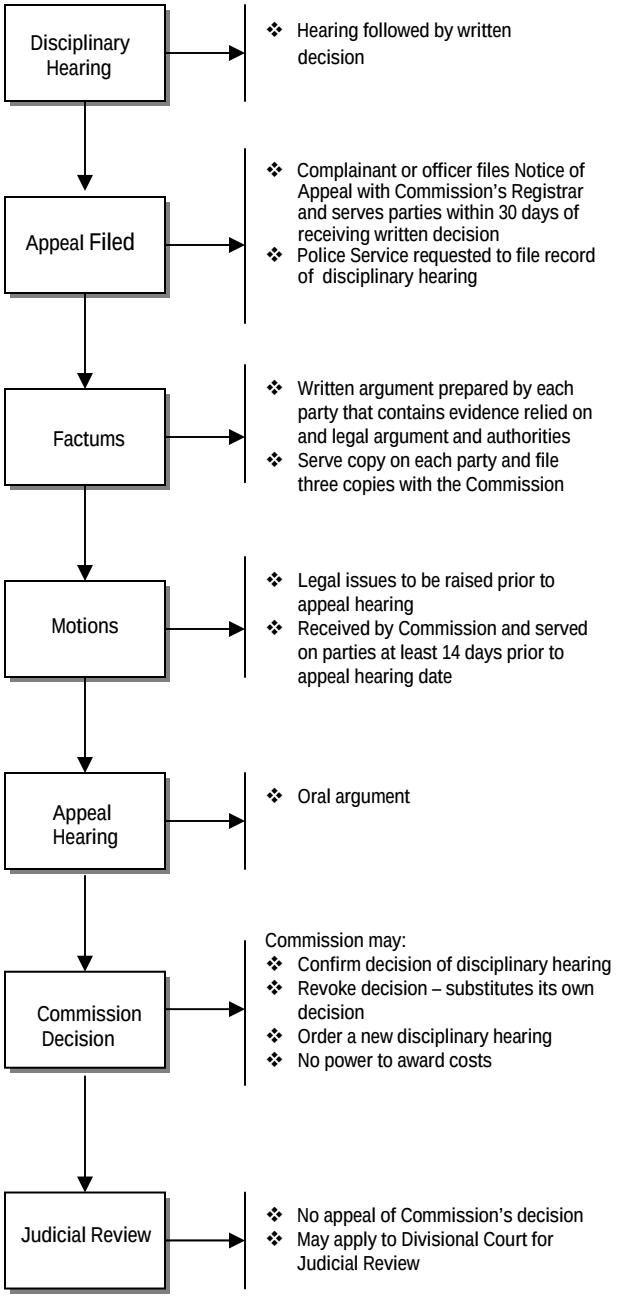DISCIPLINARY APPEAL PROCESS AT THE ONTARIO CIVILIAN POLICE COMMISSION