

HOMELESSNESS & LEGAL ADVOCACY CLINIC
LAW 6985 – Sec. 301
Fall 2016

Professor: Cynthia Ramkellawan
Office: 183G (Clinic)
Phone: 407-254-4000 or 321-209-3744
Email: cynthia.ramkellawan@famucolclinic@gmail.com

Director: Prof. Ann Marie Cavazos
Office: 183(Clinic)
Phone: 407-254-4000
Email: ann.cavazos@famucolclinic@gmail.com

COURSE DESCRIPTION:

Pre-Requisite: Professional Responsibility

Credit Hours: Six (6)

Course No.: LAW 6985

This clinic focuses on legal advocacy and trial representation on behalf of under-represented and underserved clients in the Ninth Judicial Circuit, (Orange and Osceola Counties), region, while providing students with a strong foundation in lawyering skills and values. This clinic offers a comprehensive set of legal services focused on assisting and empowering low income individuals in their interactions with the civil legal system. Students will explore the facets of homelessness and the role of legal advocacy in addressing its causes and alleviating its consequences. Students will have the opportunity to handle real clients and real cases, with special emphasis on family law, domestic violence, public benefits and consumer law, on a case by case basis.

Students participating in this clinic will have the opportunity to conduct interviews and counsel clients, develop interpersonal skills and understand the importance of developing rapport with clients and opposing parties. Students will gain experiences in all areas associated with effective client representation, which include the drafting of pleadings, pre-trial motions and techniques, trial appearances and preparation, courtroom presentation and oral advocacy skills.

The substantive areas discussed in the clinic include juvenile dependency, mental health, disability, child support, emancipation, family violence and dissolutions. Through assigned cases, students advocate on behalf of their clients through every stage of such proceedings.

CLASS SCHEDULE:

Mondays 6:00 p.m. – 7:40 p.m.
Room: 184 (Clinic Conference Room)

OFFICE HOURS:

Tuesdays 4:00 p.m. – 6:00 p.m.
Wednesdays 4:00 p.m. – 6:00 p.m.
Available by appointment.

CASE REVIEWS:

Once per week we will conduct case reviews of your current cases during the second half of our scheduled meeting time. *Subject to change to accommodate changes in the schedule and mastery of topic.*

TIME REQUIREMENTS:

Students are required to spend eighteen (18) hours **per week** specifically on Clinic work.

In some instances you may be required to partner with a fellow classmate on a specific case. Any hours spent jointly working on the file (e.g. you both go on a home visit/meeting/court date/interview/intake) will count towards the hours for both participating students.

During the course of the semester different projects related to Florida Family Law will be assigned. Any time spent on assigned projects will count towards the weekly hourly requirement.

Students will also be required to attend mandatory Homeless Shelter Intakes. The intakes take place at the Coalition for the Homeless. Students must be available to conduct intakes, and must complete at least five (5) hours of Clinic work doing so. Intakes are scheduled at the Coalition for the Homeless every Tuesday between 7:30 and 9 p.m.

Each student is required to dedicate at least two (2) hours per week to administrative duties. This time may include, but is not limited to, filing, front desk/receptionist duties, Clinic information booth in the atrium, etc. Each student shall advise the Program Assistant, Ms. Grimmage, of the scheduled time for Clinic administrative duties.

ATTENDANCE POLICY:

Class and case review attendance is **mandatory**. Students shall **arrive timely** to class and case review. During the fall semester, you are allotted two (2) excused absences. Unexcused absences may affect grades. Please see Ms. Shama Grimmage for questions regarding the number of permitted absences.

LAPTOP COMPUTERS:

Laptop computers may only be used in class for taking notes. Violation of this policy will result in forfeiture of the privilege to use your computers in class.

EXPECTATIONS:

18 Hours Per Week	<p>Students are to log their billable hours in Clio using the “Time” feature. Students are expected to spend 18 hours per week working in the Clinic. This may include your weekly admin hours. You must specifically detail the assignments that you worked on per week and should create time entries in Clio as you complete any related task.</p> <p>Admin Hours must be labelled as such for identification purposes.</p> <p>Time entries must be logged (1) in your individual student matter and (2) in any client matter that you have worked on.</p> <p>Time entries are due by Friday afternoon at 5:00 P.M. Please submit a PDF export of your weekly time entries to Professor Ramkellawan via email.</p>
Journal Entries	<p>Students are to create one (1) journal entry per week detailing their experiences, observations, and perspective of the work they have performed. Journal entries that lack substance will not be accepted. Journal entries must be at least one thousand (1000) words. You may create your journal entry in a word document and upload it to your individual student matter in Clio under “Documents.” Any time spent working on your journal entries, while physically present in the Clinic may be counted towards your time.</p> <p>Journal entries are due by Friday afternoon at 5:00 P.M. Please submit to Professor Ramkellawan via email.</p>
2 Hours of Administrative Hours Per Week	<p>Students are to perform administrative hours in the Clinic. Please coordinate your time with Ms. Shama Grimmage.</p>
Client Intakes	<p>Students are to conduct at least five (5) hours of intake at the Coalition for the Homeless. Intakes will be held on Tuesdays between 7:30 and 9 p.m.</p>
Attendance at ALL Scheduled Court Hearings	<p>Various staffings, hearings, and meetings will be scheduled in the cases. Students are required to attend all such staffings, hearings,</p>

	and meetings. Notice shall be provided.
Other Assignments Provided With Notice	Throughout the semester, students will be assigned various tasks to develop their litigation and writing skills. Notice shall be provided.

MIDSEMESTER REVIEW:

At the mid-semester point in the class, you will meet individually with the Clinic Professor and your Supervising Attorney to review your work to date.

You will meet with the Clinic Professor to discuss the following:

Learning Outcome Skills that will be evaluated:

- Interviewing Skills/Client Rapport
- File Management
- Fact Development
- Legal Research, Writing, and Analysis
- Case Negotiation and Courtroom Advocacy
- Work Habits
- Class Preparation

CASE REVIEWS:

At the time of weekly case reviews with Professor Ramkellawan and/or your Supervising Attorney, students are **required** to provide the following:

- 1) log of activities specifying work performed on file (logs must be specific as to times/dates/persons contacted, etc.); and
- 2) summary of any courtroom observations conducted with supervising attorney (must include summary of case(s) reviewed; date/time).

Specificity and thoroughness of activity logs and courtroom observation summaries will be assessed in issuing your final grade.

ORAL EVALUATIONS:

Near the end of the semester, you will be required to participate in a scheduled oral presentation to members of the local Bar and/or judiciary. The oral presentation will test your comprehension of the Florida Family Law, oral advocacy skills, research skills, and analysis skills. More information regarding dates and times for the oral presentation will be provided at least two weeks prior to the scheduled presentations.

Each student is **required** to attend and observe at least one other oral evaluation in its entirety. Ms. Grimmage will post the dates and times so you may adjust your schedule accordingly.

REQUIRED MATERIAL:

- *Florida Family Law: Skills and Practice Workbook*, by Ann Marie Cavazos, Patricia Broussard, & Nisé Nekheba - ISBN: 978-1600422133 http://www.amazon.com/Florida-Family-Law-Practice-Workbook/dp/1600422136/ref=sr_1_3?ie=UTF8&qid=1439225638&sr=8-3&keywords=ann+marie+cavazos
- Three Ring Binder with dividers. (Throughout the semester, various handouts will be provided for required readings. All handouts are to be kept together for easy reference in the 3-Ring Binder).
- Flags/Post It Tabs for labelling your file folders.

TWEN:

Please be sure to sign up on the Homelessness & Legal Advocacy Clinic TWEN site for this semester. Many of your reading assignments throughout the semester will be posted on the TWEN site. The course name is Homelessness & Legal Advocacy Clinic, and the password is "family1".

ADA COMPLIANCE:

To comply with the provisions of the Americans with Disabilities Act (ADA), please advise the Office of Student Affairs of any accommodations required for participation in this course. Documentation of disability is required and should be submitted to the Learning Development and Evaluation Center (LDEC). For additional information please contact the LDEC at (850) 599-3180.

ACADEMIC HONOR POLICY:

Please see the Student Handbook for policies regarding students and the academic honor policy.

NON-DISCRIMINATION POLICY:

Please see the Student Handbook for policies regarding students and the non-discrimination policy.

NO FOOD OR EATING IS PERMITTED IN CLASS.

TENTATIVE READING ASSIGNMENTS:

The syllabus is subject to change to accommodate changes in schedules and class mastery of topics. The professor reserves the right to modify the syllabus and assignments at her sole discretion.

CLASS	TOPIC & OBJECTIVE GOALS	READINGS AND PREPARATION	ASSIGNMENTS
Week 1 8/08/16	<p><i>Overview of Homelessness & Legal Advocacy Clinic and Expectations</i></p> <p>GOALS: Students will be proficient in Clio, the case management tool and will have a clear understanding of the requirements, duties, and responsibilities of a student intern of the Clinic.</p> <p>LEARNING OUTCOMES: Students will understand their role in the Homelessness and Legal Advocacy Clinic and the importance of exercising professional and ethical responsibilities with clients and the legal system.</p> <p><i>ABA Standards: § 302 (c), (d)</i></p>	<p><u>Overview of Homelessness and Legal Advocacy Clinic and Expectations</u></p> <p>(1) Syllabus Overview (2) Clio Overview –Case Management (3) Brief Introduction of Homelessness & Legal Advocacy Clinic and Supervising Attorneys (4) Class Work Expectations (5) Meeting Time (6) E-Filing Portal Overview (7) File Maintenance Overview</p>	<p>Students are to become acclimated with:</p> <p>(1) TWEN (https://lawschool.westlaw.com), (2) Clio (https://app.goclio.com/session/new), (3) The Florida e-Filing Portal (https://www.myflcouraccess.com/default.aspx), (4) ProDoc (http://www.prodoc.com/support/cbt/index.asp), (5) Their assigned case files.</p> <p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p>
Week 2 8/15/16	<p><i>Overview of Florida Rules of Civil Procedure</i></p> <p>GOALS: Students will receive an overview of the Florida Rules of Civil Procedure. Family law, as discussed in the Homelessness and Legal Advocacy Clinic are civil matters brought in circuit court. Students should have a basic understanding of Florida</p>	<p><u>Overview of Florida Rules of Civil Procedure</u></p> <p>The Florida Rules of Civil Procedure are available here: http://www.floridabar.org/TFB/TFBResources.nsf/0/10C69DF6FF15185085256B29004BF823/\$FILE/Civil.pdf</p> <p>Bookmark this link for future reference and read over the table of</p>	<p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p>

	<p>procedural in order to apply these rules to Family proceedings.</p> <p>LEARNING OUTCOMES: Students will be able to identify the time restraints associated with filing a complaint, answer and other pre-trial documents, as well as the time restraints associated with engaging in discovery. Students will apply ethical considerations in making timely filings and responses.</p> <p><i>ABA Standards: § 302 (a), (c), (d)</i></p>	<p>contents.</p> <p>(1) Family Law Overview (TWEN)</p>	
<p>Week 3 8/22/16</p>	<p><i>Dissolution of Marriage</i></p> <p>GOALS: Students will explore the procedural and administrative aspects of filing and handling a dissolution of marriage cases. Students will observe the ethical concerns in maintaining client confidentiality during dissolution proceedings.</p> <p>LEARNING OUTCOMES: Students will be able to assemble and organize their individual file cases. Students will be able to address ethical questions concerning representing both the petitioner and respondent in a dissolution.</p> <p><i>ABA Standards: § 302 (a), (b), (c), (d)</i></p>	<p><u>Dissolution of Marriage</u></p> <p>(1) F.S. Chapter 61 Dissolution of Marriage, Support & Time-Sharing – Part I General Provisions: 61.001-61.45</p>	<p><i>Text:</i> Read: (1) the preface, and (2) Conduct Exercise One and Exercise Two (pages 82-83) in Chapter 9: Dissolution of Marriage. Submit your assignments to Professor Ramkellawan via email for feedback.</p> <p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p>
<p>Week 4 8/29/16</p>	<p><i>Child Support</i></p> <p>GOALS: Students will gain an understanding of the purpose and legislative intent behind child support.</p> <p>LEARNING OUTCOMES: Students will be able to navigate the Florida Statutes Family Law Rules of Procedure Forms and be able to effectively calculate child support estimates.</p> <p><i>ABA Standards: § 302 (a), (b)</i></p>	<p><u>Child Support</u></p> <p>(1) F.S. Chapter 61 Dissolution of Marriage, Support & Time-Sharing: 61.09; 61. 13, 61.29-61.30</p> <p>(2) Florida Family Law Rules of Procedure Form 12.902 (e) Child Support Guidelines Worksheet</p> <p>(3) <i>Broga v. Broga</i>, 166 So. 3d 183 (4th DCA 2015)</p> <p>(4) F.S. Chapter 61 Dissolution of Marriage, Support & Time-Sharing: Income Deduction Orders 61.1301</p> <p>(5) Florida Family Law Rules of Procedure Form 12.996 (a) Income Deduction Order</p> <p>(6) Florida Family Law Rules of Procedure Form 12.996 (b) Notice to Payor</p> <p>(7) Florida Family Law Rules of Procedure Form 12.996 (c) Notice</p>	<p><i>Text:</i> Conduct Exercise Five and Exercise Six (pages 98-99) in Chapter 10: Parental Responsibility, Time-Sharing and Child Support. Submit your assignments to Professor Ramkellawan via email for feedback.</p> <p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p>

		of Filing Return Receipt	
Week 5 9/05/16	<i>Labor Day – No Class</i>		
Week 6 9/12/16	<p><i>Paternity – Establishment and Disestablishment</i></p> <p>GOALS: Students will understand the important distinction drawn under Florida law between biological and legal fathers. Students will have the opportunity to evaluate these differences through case law.</p> <p>LEARNING OUTCOMES: Students will be able to advise clients as to the distinction between biological and legal paternity, as well as the means for petitioning for paternity.</p> <p><i>ABA Standards: § 302 (a), (b)</i></p>	<p><u>Paternity – Establishment and Disestablishment</u></p> <p>(1) <i>Department of Health and Rehabilitative Services v. Privette</i>, 617 So. 2d 305, 307 (Fla. 1993)</p> <p>(2) <i>Parker v. Parker</i>, 950 So. 2d 388, 394 (Fla. 2007)</p> <p>(3) https://www.floridabar.org/DIVCOM/JN/JNJournal01.nsf/Author/0B999B114FB3CA0D85257567006F79B0</p> <p>(4) <i>State of Florida, DOR v. Travis</i>, 971 So. 2d 157 (4th DCA 2007)</p> <p>(5) F.S. Chapter 742 Determination of Parentage: 742.011, 742.021, 742.06, 742.091, 742.10, 742.11, 742.12, 74.13, 742.18</p> <p>(6) Florida Family Law Rules of Procedure Form 12.983 (a) – Petition for Paternity and For Related Relief</p> <p>(7) Florida Family Law Rules of Procedure Form 12.951 (a) Petition to Disestablish Paternity and/or Terminate Child Support Obligation</p>	<p><i>Text: Conduct Establishment of Paternity Exercise One and Exercise Two (pages 28-30) and Disestablishment of Paternity (pages 31-33) in Chapter 4: Paternity. Submit your assignments to Professor Ramkellawan via email for feedback.</i></p> <p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p>
Week 7 9/19/16	<p><i>Parental Responsibility and Time-Sharing</i></p> <p>GOALS: Students will learn the legislative purpose behind parental responsibility and time-sharing in Florida. Students will be able to identify key aspects of custody and visitation, in laymen’s terms, and be able to communicate the role of the court in establishing parental responsibility and time-sharing, to clients.</p> <p>LEARNING OUTCOMES: Students will be able to develop a sample parenting plan and time-sharing agreement for prospective clients.</p> <p><i>ABA Standards: §302 (a), (b), (c)</i></p>	<p><u>Parental Responsibility and Time-Sharing</u></p> <p>(1) F.S. Chapter 61 Dissolution of Marriage, Support & Time-Sharing; Support of Children; Parenting and Time-Sharing; Powers of Court 61.13</p> <p>(2) Florida Family Law Rules of Procedure Form 12.995 (a) Parenting Plan</p> <p>(3) Florida Family Law Rules of Procedure Form 12.983 (a) Petition to Determine Paternity and/or Related Relief</p>	<p><i>Text: Conduct Exercise Three (page 96) in Chapter 10: Parental Responsibility, Time-Sharing and Child Support. Submit your assignments to Professor Ramkellawan via email for feedback.</i></p> <p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p>
Week 8 9/26/16	<p><i>Mid-Semester Review</i></p> <p><i>ABA Standards: §302 (c), (d)</i></p>	<p><u>Mid-Semester Review</u></p> <p>(1) Students are to review their logs and schedule meeting times in</p>	<p>Complete time and journal entries.</p> <p>Complete all assignments</p>

		<p>thirty (30) minute increments during the week of September 26, 2016.</p> <p>(2) Instructions to follow.</p>	<p>assigned by your Supervising Attorney.</p> <p>***Complete a Mid-Semester, 2 Page, Double Space Memo for each of your cases.</p>
<p>Week 9 10/03/16</p>	<p><i>Alimony</i></p> <p>GOALS: Students will examine the recent changes made to Florida law as it relates to alimony. Students will, using case law and statutory guidance, examine the purpose behind alimony, and the means by which clients can petition for alimony.</p> <p>LEARNING OUTCOMES: Students will be able to draft a supplemental petition for modification of alimony and be able to advise clients as to the different types of alimony available in Florida.</p> <p><i>ABA Standards: §302 (a), (b)</i></p>	<p><u>Alimony</u></p> <p>(1) F.S. Chapter 61 Dissolution of Marriage, Support & Time-Sharing: 61.043 61.071, 61.08, 61.09, 61.12, 61.14</p> <p>(2) Florida Family Law Rules of Procedure Form 12.983 (c) Answer to Petition and Counterpetition to Determine Paternity and for Related Relief</p> <p>(3) <i>Wenzel v. Wenzel</i>, 512 So. 2d 275 (4th DCA 1987)</p>	<p><i>Text: Conduct Alimony Exercise One and Exercise Two (pages 86-87) in Chapter 9: Dissolution of Marriage. Submit your assignments to Professor Ramkellawan via email for feedback.</i></p> <p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p>
<p>Week 10 10/10/16</p>	<p><i>Equitable Distribution</i></p> <p>GOALS: Students will review the process by which Florida courts distribute marital assets and liabilities during dissolution proceedings.</p> <p>LEARNING OUTCOMES: Students will be able to draft a sample marital settlement agreement.</p> <p><i>ABA Standards: §302 (a), (b), (d)</i></p>	<p><u>Equitable Distribution</u></p> <p>(1) F.S. Chapter 61 Dissolution of Marriage, Support & Time-Sharing: 61.075, 61.076, 61.077</p> <p>(2) <i>Rabbath v. Farid</i>, 4 So. 3d 778 (1st DCA 2009)</p> <p>(3) Florida Family Law Rules of Procedure Form 12.902(f)(1) Marital Settlement Agreement for Dissolution of Marriage with Dependent or Minor Children</p> <p>(4) Florida Family Law Rules of Procedure Form 12.902(f)(2) Marital Settlement Agreement for Dissolution of Marriage with Property but no Dependent or Minor Children</p> <p>(5) Florida Family Law Rules of Procedure Form 12.902(f)(3) Marital Settlement Agreement for Simplified Dissolution of Marriage</p>	<p><i>Text: Conduct Equitable Distribution Exercise One and Exercise Two (pages 84-85) in Chapter 9: Dissolution of Marriage. Submit your assignments to Professor Ramkellawan via email for feedback.</i></p> <p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p>
<p>Week 11 10/17/16</p>	<p><i>Domestic Violence</i></p> <p>GOALS: Students will be apprised of the serious nature of allegations of domestic violence under Chapter 741 of the Florida Statutes as well as the means by which petitioners can file for an injunction.</p> <p>LEARNING OUTCOMES: Students</p>	<p><u>Domestic Violence</u></p> <p>(1) F.S. Chapter 741: 741.28 – 741.4651</p> <p>(2) Florida Family Law Rules of Procedure Form 12.980 Domestic Violence A-E, Repeat Violence F, K, L, Supporting Documents G-J, M, Dating Violence N-P, Sexual Violence Q-S, Stalking T-V, Show</p>	<p><i>Text: Conduct Exercise One and Exercise Two (pages 20-21) in Chapter 3: Domestic Violence. Submit your assignments to Professor Ramkellawan via email for feedback.</i></p> <p>Complete time and journal entries.</p>

	<p>will be able to assist perspective petitioners with filing injunctions, as well as become aware of the various types of injunctions available in Florida, and the process by which they are either denied or granted.</p> <p><i>ABA Standards: §302 (a), (b)</i></p>	<p>Cause Violations W, X</p>	<p>Complete all assignments assigned by your Supervising Attorney.</p> <p>Prepare for Oral Evaluations.</p>
<p>Week 12 10/24/16</p>	<p><i>Dependency Overview</i></p> <p>GOALS: Students will gain an understanding of dependency law and the relevant Florida Statutes in relation to dependency proceedings.</p> <p>LEARNING OUTCOMES: Students will be able to navigate the Florida Statutes effectively to resolve questions in dependency proceedings and their cases as they arise.</p> <p><i>ABA Standards: §302 (a), (b)</i></p>	<p><u>Dependency Overview</u></p> <p>(1) Dependency Case Management Flowchart (TWEN) (2) F.S. Chapter 39 Proceedings Relating to Children</p>	<p><i>Text:</i> Conduct Dependency Exercise One and Exercise Two (pages 70-72) in Chapter 8: Minors. Submit your assignments to Professor Ramkellawan via email for feedback.</p> <p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p>
<p>Week 13 10/31/16</p>	<p><i>Modification of Orders</i></p> <p>GOALS: At this point in the semester, students will be aware that some family law cases are perpetual. As life changes, so develops a need for adjustments to existing final judgments and divorce decrees. Student will understand the process of modifying certain court orders from the family court.</p> <p>LEARNING OUTCOMES: Students will be able to draft a supplemental petition for modification and corresponding documents.</p> <p><i>ABA Standards: §302 (a), (b)</i></p>	<p><u>Modification of Orders</u></p> <p>(1) Florida Family Law Rules of Procedure Form 12.905 Supplemental Petitions A-D</p>	<p><i>Text:</i> Conduct Exercise One and Exercise Two (pages 106-107) in Chapter 11: Modification of Orders. Submit your assignments to Professor Ramkellawan via email for feedback.</p> <p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p> <p>End of Semester Memos.</p> <p>Prepare for Oral Evaluations.</p>
<p>Week 14 11/07/16</p>	<p><i>Oral Evaluation Prep</i></p>	<p><u>Oral Evaluation Prep</u></p> <p>See TWEN for posting of Oral Evaluation Fact Pattern. You must observe 1 other clinic's oral evaluation Be sure to dress the part and prepare accordingly.</p>	<p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p> <p>End of Semester Memos.</p> <p>Prepare for Oral Evaluations.</p>

<p>Labor Day Make Up 11/14/16</p>	<p><i>Oral Evaluation Review and Final Case Rounds</i></p> <p>We will review the recording of your oral evaluation.</p>		<p>Complete time and journal entries.</p> <p>Complete all assignments assigned by your Supervising Attorney.</p> <p>End of Semester Memos.</p>
	<p><i>Oral Evaluation</i></p> <p>LEARNING OUTCOMES:</p> <p>Communication Skills:</p> <ul style="list-style-type: none"> -Clarity -Persuasive Argument <p>Knowledge, Skills & Fact Analysis:</p> <ul style="list-style-type: none"> -Legal Analysis -Legal Application -Procedural Analysis -Procedural -Application <p>Counseling Skills, Ethics & Professionalism Skills:</p> <ul style="list-style-type: none"> -Identifies ethical implications and considerations; -Identifies professionalism implications and considerations; -Judgment – Identifies and suggests appropriate course of action in ethical matter 	<p>Date Subject to Change</p>	