

be given under oath or by affirmation. The Commission Panel shall keep a full record of the hearing, which record shall be public and open to inspection by any person, and upon request by any principal party to the proceeding the Commission Panel shall furnish such party a copy of the hearing record, if any, at such cost as the Commission Panel deems appropriate.

(g) At the conclusion of the hearing, the Commission Panel shall determine, upon the preponderance of the evidence, that the person complained against has violated this Article, the Commission Panel shall, after consultation with the County Attorney in executive session, (i) state its findings to and cause the County Attorney to prepare and issue an order under Commission Panel directive requiring the person complained against to cease and desist from such unlawful conduct and to take such affirmative action as will effectuate the purposes of this Article, with notice that if the Commission Panel determines that the person complained against has not, after fifteen (15) days following service of the Commission Panel's order, complied with the order, the Commission Panel will recertify the matter to the County Attorney for enforcement. The County Attorney shall promptly institute civil proceedings, including the seeking of such restraining orders and temporary or permanent injunctions, as is necessary and possible to obtain complete compliance with the Commission Panel's order.

(h) At any time after a complaint has been filed, the Commission Panel believes that appropriate civil action to preserve the status quo or to prevent irreparable harm appears advisable, the Commission Panel may after consultation with the County Attorney or his authorized designee certify the matter to the County Attorney to bring any action necessary to preserve such status quo or to prevent such irreparable harm, including but not limited to temporary restraining orders and preliminary injunctions.

At any time after a complaint has been filed, the Commission Panel shall, for good cause shown by substantial evidence that it is necessary and proper in order to protect any party having a pecuniary interest in the proceedings from damages in the event that it is found that the complaint should not have been filed or that no violation occurred require that the complainant post a bond with the Commission Panel in such amount as to compensate for such damages. Such bond shall answer for any pecuniary damages. Any such party, or the complainant, may immediately file a petition in the Circuit Court for Montgomery County to review the determination. Any such review by the Court shall be held de novo and solely on the issue of whether or not such bond should be required. If the Commission Panel finds the complainant unable to place such bond, it may place the bond itself and, if the Commission Panel finds that the complaint should not have been filed, or that no violation occurred it may bring an action on behalf of the County against the complainant to recover the bond.

(i) If the County Attorney, to whom any matter has been certified under this Article, believes that additional information or action by the Commission Panel is necessary to enable him to take proper action as required under this Article, he may refer the matter back to the Commission Panel for such consideration and action as the Commission Panel deems appropriate.

(j) If, at the conclusion of the hearing, the Commission Panel shall determine, upon the preponderance of the evidence of record, that the person complained against has not violated this Article, the Commission