

<i>Rainy River District School Board</i>	SECTION 3 <i>Personnel</i>
PROGRESSIVE DISCIPLINE FOR EMPLOYEES	3.02

POLICY

The Rainy River District School Board will apply progressive discipline.

RATIONALE

Progressive discipline is a consistent process intended to support the improvement of employee conduct or work performance.

IMPLEMENTATION

As per Procedure 3.02 Progressive Discipline for Employees

GUIDELINES

- 1.1 Progressive discipline is initiated when Board policies, procedures or professional practices have not been followed.
- 1.2 Progressive discipline will reflect the seriousness and/or the reoccurrence of the behaviour or situation.
- 1.3 An employee has the right to have union (or non-union) representation present when meeting with a supervisor to discuss disciplinary action.

<u>CROSS-REFERENCE</u>	<u>Date Approved</u> February 1, 2022	<u>LEGAL/MINISTRY OF EDUCATION REFERENCE</u>
Policy 3.86 Employee Code of Conduct	<u>Board Motion</u> 246	<i>Canada Labour Code</i> , Part III Labour Standards
Procedure 3.02 Progressive Discipline for Employees	<u>Review Prior to</u> 2027	