

# ***Warren-Newport Public Library District*** **Staff Manual**

## **716 Progressive Discipline**

Effective Date: 10/11/2006

Review/Revision Date: 04/20/2021

The Warren-Newport Public Library District (WNPLD) is committed to administering equitable and consistent discipline for unsatisfactory conduct in the workplace. The best disciplinary measure is one that does not have to be enforced and comes from good leadership and fair supervision at all employment levels.

WNPLD's own best interest lies in ensuring fair treatment of all employees and in making certain that disciplinary actions are prompt, uniform, and impartial. The major purpose of any disciplinary action is to correct the problem, prevent recurrence, and prepare the employee for satisfactory service in the future.

Although employment with WNPLD is based on mutual consent and both the employee and the WNPLD have the right to terminate employment at will, with or without cause or advance notice, WNPLD may use progressive discipline at its discretion.

Disciplinary action may call for any of four steps, depending on the severity of the problem and the number of occurrences.

- verbal warning
- written warning
- suspension with or without pay
- termination of employment

Progressive discipline means that with respect to most disciplinary problems, these steps will normally be followed: a first offense may call for a verbal warning; a next offense may be followed by a written warning; another offense may lead to a suspension; and, still another offense may then lead to termination of employment.

WNPLD recognizes that there are certain types of employee problems that are serious enough to justify either a suspension, or, in extreme situations, termination of employment, without going through the usual progressive discipline steps. Under these circumstances, one or more steps may be bypassed.

While it is impossible to list every type of behavior that may be deemed a serious offense, the Employee Conduct and Work Rules policy includes examples of problems that may result in immediate suspension or termination of employment. However, the problems listed are not all necessarily serious offenses, but may be examples of unsatisfactory conduct that will trigger progressive discipline.

By using progressive discipline, we hope that most employee problems can be corrected at an early stage, benefiting both the employee and WNPLD.