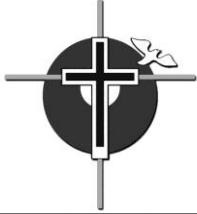


# BOARD POLICY



**CATHOLIC DISTRICT  
SCHOOL BOARD OF  
EASTERN ONTARIO**  
www.cdsbeo.on.ca

<b>SECTION E</b>
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E4
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Human Resources  
Discipline, Suspension and Dismissal

## POLICY STATEMENT:

The Catholic District School Board of Eastern Ontario promotes the treatment of all employees in a fair, equitable and compassionate manner, having regard for the dignity of each person. It is the policy of the Board that employees whose performance and/or behaviour do not meet accepted standards will be subject to fair, consistent, and progressive discipline.

Employees are expected to comply with Board policies, procedures and directives as well as Ministry regulations.

The Board believes that its first priority is to provide the best possible Catholic education for all students in its charge. The Board believes that it is the responsibility of all employees:

- to project a professional behaviour consistent with individuals serving as role models for students, and
- to perform their assigned responsibilities in a competent manner.

If allegations of inappropriate conduct or unsatisfactory work performance are made regarding an employee, the employee will be provided with an opportunity to know the specifics of the allegations and to respond to them.

An employee may be disciplined, suspended, or dismissed by the Board for just cause.

*Date of Board Approval: May 2011*

*Board Motion No. 11-05-153*

*Date of Revision (Amendments)*

ADMINISTRATIVE PROCEDURES:	REFERENCE
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