

Wood County Board of Developmental Disabilities

POLICY

Policy #: 01-ALL-ALL-0064
Effective Date: 04-01-91
Person Responsible: Corrective Action Committee
Subject: Progressive Discipline/Corrective Action
Last Revision: 09-01-09
Approvals/Date:
Brent Baer 12/11/17
Superintendent, WCBDD Date
[Signature] 12/11/17
Board President, WCBDD Date

The Superintendent shall develop procedures that will comply with the intent of this policy.

It is the policy of the Wood County Board of Developmental Disabilities to uniformly administer corrective action in accordance with Ohio Laws and the Board's established policies and procedures. Such action is meant to be corrective in nature, with emphasis on improvement of employee performance to an acceptable level.

The Appointing Authority, Department Directors, supervisory and other management personnel shall follow this established system of progressive discipline when correcting unacceptable job performance or conduct.

It is the responsibility of the Board, the Superintendent and all management staff to administer this policy and procedure in accordance to all federal, state and local laws, inclusive of, but not limited to, Sections 124.34 and 5126.23 of the Ohio Revised Code. More specifically, they shall follow accepted level of due process

It is the responsibility of all employees to abide by all policies, procedures, rules and directives of the Wood County Board of Developmental Disabilities and all applicable local, state and Federal laws. All employees shall conduct themselves in a manner consistent with all laws governing their employment and their tenure shall be good behavior and efficient service.

References: Ohio Revised Code 124.34
Ohio Revised Code 5126.23
Ohio Attorney General's Office, "Employment Law News", Fall 1996
02-ALL-ALL-0337
Black's Law Dictionary

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