

Policy #8.25

POLICY TITLE:	EMPLOYEE DISCIPLINE	POLICY # 8.25	REVIEW DATES	
Topic Area:	HUMAN RESOURCES	ISSUED BY: Chief Operating Officer APPROVED BY: Chief Executive Officer		
Applies to:	LRE STAFF			
Developed and Maintained by:	CHIEF OPERATING OFFICER, HUMAN RESOURCES			
Supersedes:	N/A			
		Effective Date: 7/28/25	Revised Date:	

I. PURPOSE

To articulate Lakeshore Regional Entity's (LRE) commitment to administering equitable and consistent disciplinary action for unsatisfactory workplace conduct.

II. POLICY

Lakeshore Regional Entity (LRE) is dedicated to maintaining a professional, respectful, and productive work environment. To support this commitment, LRE enforces a disciplinary policy and procedure that ensures all employees are held to consistent standards of conduct and performance.

Disciplinary actions are intended to correct behavior, promote accountability, and support employee development. They are applied fairly and equitably, without discrimination or bias, and in accordance with applicable laws and organizational values:

- **Equity**: All disciplinary actions will be administered without favoritism or prejudice.
- **Consistency**: Similar infractions will result in similar disciplinary responses, considering the context and severity of the behavior.
- **Transparency**: Employees will be informed of the reasons for disciplinary action and given an opportunity to respond.

III. APPLICABILITY AND RESPONSIBILITY

This policy applies to all employees of Lakeshore Regional Entity, regardless of position or tenure.

IV. MONITORING AND REVIEW

This policy will be reviewed annually or as needed to ensure alignment with best practices and legal requirements. Human Resources is responsible for overseeing the implementation and enforcement of this policy

V. DEFINITIONS**VI. REFERENCES AND SUPPORTING DOCUMENTS**

Cleveland Board of Education v. Loudermill, 470 U.S. 532 (1985)
Whistleblower Protection Act.

VII. RELATED POLICIES AND PROCEDURES

A. Human Resources Policies and Procedures

VIII. CHANGE LOG

Date of Change	Description of Change	Responsible Party
7/2025	NEW Policy	Human Resources