

# Board Policy P-4: Discipline of District Employees



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## REFERENCES

[P-4: Administrative Procedures, Discipline of District Employees](#)

[Utah Code Ann. §53G-11-501, et seq., School District and Utah Schools for the Deaf and Blind Employee Requirements](#)

[Utah Admin. Code R277-211, Utah Professional Practices Advisory Commission \(UPPAC\), Rules of Procedure: Notification to Educators, Complaints and Final Disciplinary Actions](#)

[Utah Admin. Code R277-217, Educator Standards and Local Education Agency \(LEA\) Reporting](#)

[Board Policy G-19: Discrimination, Harassment, Sexual Harassment, and Retaliation Prohibited](#)

[Board Policy G-20: Bullying, Cyber-bullying, Hazing, and Abusive Conduct Prohibited](#)

[Board Policy P-1: Ethical Standards and Codes of Conduct](#)

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## THE POLICY

The Salt Lake City School District Board of Education recognizes the importance of having a clear process for addressing employee and employment related problems. Although there are many internal policies, procedures, and rules, employees are expected to comply with these internal requirements as well as all applicable federal, state, and local laws, regulations, and administrative rules. District supervisors and administrators have the authority to make appropriate disciplinary decisions with regard to employees, except when that authority is limited by a formal written employee agreement. When it appears appropriate and effective, the district will utilize a system of progressive discipline to address situations where an employee demonstrates unacceptable conduct and/or performance. Employees may be disciplined by suspension, demotion, termination, or any other action deemed appropriate under the circumstances. All disciplinary action will be implemented in a reasonable, fair, and consistent manner in accordance with all applicable laws, rules and policies.

The purpose of this policy is to inform employees of the district's authority to discipline, and their due process rights related to such disciplinary actions. This policy does not in any way alter at-will employment relationships.

The district has set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.