

An employee who is responsible for his or her own injury or injury to others or damage and destruction of property because of a failure to follow the safety regulations of St. Maries Joint School District No. 41 shall be subject to penalties as indicated below:

1. In the event that actions of an employee are observed which violate the District's safety rules and regulations, the appropriate supervisor, building principal, or Superintendent may issue a verbal and/or written warning to be placed in the employee's permanent personnel file; and
2. In the event that the employee is observed in a clear and blatant violation of safety rules, or in the event that it can be established that a work-related accident is the result of a clear failure on the part of the employee to observe established safety rules and regulations, the appropriate supervisor, building principal, or Superintendent may:
 - A. Suspend the employee without pay for a designated period of time; or
 - B. Terminate the employees for cause and bar them from further District employment.

Policy Cross Reference:

Legal Reference:

Policy History:

Adopted: 08/10/1987
Reviewed: 12/03/2008