

ARTICLE 9
Employee Discipline

- A. No regular/permanent employee shall be reprimanded, disciplined, or suspended for misconduct without just cause. When a request for such representation is made, no action shall be taken with respect to the employee until such representative of the BTU-ESP is present. It is the employee's responsibility to have a BTU-ESP representative present within three (3) working days of such request.
- B. **Harrassment:** Employees shall not be subjected to harassment, abusive language, upbraiding or insults. Administrators shall not be considered in violation of this section and will remain professional at all times, even when providing input during a performance evaluation meeting with an employee.

Administrators shall not express unnecessary complaints or criticisms concerning an employee in the presence of other employees, students, or parents.

The District and its employees shall comply with the School Board approved policy regarding Anti-Bullying and Harassment.