

8 **Section 1. General Provisions.**

9 No bargaining unit faculty member shall be subject to discipline without just cause. Discipline will
10 be administered in a progressive manner. Penalties shall be appropriate to the circumstances and
11 proportionate to the seriousness of the offense. Some conduct, including but not limited to conduct
12 in violation of the Employer's non-discrimination policies, warrants a substantial sanction or
13 dismissal on the first occurrence. A history of discipline, whether identical in nature or not, may
14 have a cumulative effect, resulting in a more severe sanction. The period for considering a previous
15 letter of reprimand in determining the level of discipline shall be limited to two years.

