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ARTICLE [x]. PROGRESSIVE DISCIPLINE AND TERMINATION FOR CAUSE

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The Association and the Employer affirm their commitment to the fair and equitable treatment of all faculty under the provisions of this Agreement. It is the purpose of this article to establish the conditions under which the Employer may discipline a faculty member for cause.

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- 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

^{*}OT-AAUP reserves the right to add to, modify, or amend proposals during the course of negotiations."

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accommodations and other services, sponsoring activities and protecting the health and safety of persons in the Oregon Tech community.

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d. . Some allegations against bargaining members must be investigated in accordance with applicable laws and associated guidelines (e.g. Title VII, Title IX and Mandatory Reporting of Abuse of Minors), and in those cases, the procedures and standards relating to the investigation and disciplinary action, if any, of this Article shall be

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