

## **The Seven Tests of Just Cause in Disciplinary Cases**

- 1) Was adequate notice given about policies and procedures? Was remedial action attempted prior to punitive action?**
- 2) Is the policy or procedure reasonable?**
- 3) Was the alleged infraction adequately investigated?**
- 4) Are the standards enforced fairly and objectively and consistently?**
- 5) Can the policy be applied to everyone in the group, regardless of age, gender, race, disability, etc.?**
- 6) Is there substantial proof to establish the facts?**
- 7) Is there a clearly stated penalty? Is it reasonable?**