

Nevada Outdoor School Discipline Policy

The general Disciplinary Policy to enforce the code of conduct and all other NOS policies and procedures is:

Verbal Warning: acknowledges the error and the warning is recorded.

First Written Warning: talks with direct Supervisor to acknowledge the error and commit to better behavior. Loss of privilege at this time may be appropriate. Warning is recorded.

Final Written Warning: Meets with the Executive Director and Direct Supervisor, acknowledges the error and a specific plan for behavioral improvement may be developed.

Termination: Staff or volunteer is released from all duties associated with NOS, NOS is no longer responsible for the staff or volunteer.

Consequences will always be either related to the specific behavior or directed toward improving behavior. Depending on the seriousness and nature of the infraction, the above steps may be modified or skipped at the discretion of the Executive Director. The process may also not necessarily proceed to the next step for a further infraction depending on the nature and period of good behavior in between occurrences. Staff or volunteers may be terminated at any time for the most serious incidents regarding real or implied threats to or disregard for the health, safety and well being of Nevada Outdoor School and its staff, volunteers, board of directors or other stake holders.