

1 **Disciplinary Action Procedures for Academic Personnel**

2 (Senate: 11/14/89; President: 12/4/89)

3 GOVERNING AND OTHER RELEVANT DOCUMENTS: ARTICLE 19 OF THE  
4 COLLECTIVE BARGAINING AGREEMENT; CSU EXECUTIVE ORDER 1096  
5 (REVISED); *NATIONAL LABOR RELATIONS BOARD V. J. WEINGARTEN INC., 1975*  
6 (WEINGARTEN RIGHTS).

7 CAL STATE LA FACULTY HAVE A RIGHT TO DUE PROCESS IN DISCIPLINARY  
8 ACTIONS. THE APPROPRIATE CAL STATE LA ADMINISTRATOR(S) MUST NOTIFY  
9 ANY FACULTY MEMBER FOR WHOM DISCIPLINARY ACTION(S) ARE BEING  
10 CONSIDERED PRIOR TO THE NOTICE OF PENDING DISCIPLINARY ACTION.  
11 FACULTY MEMBERS HAVE A RIGHT TO INFORMATION ABOUT ALLEGATIONS  
12 MADE AGAINST THEM AND TO RECEIVE COPIES OF ANY DOCUMENTS,  
13 WITNESS STATEMENTS, OR OTHER EVIDENCE PRIOR TO THE NOTICE OF  
14 PENDING DISCIPLINARY ACTION. FACULTY MEMBERS HAVE A RIGHT TO  
15 PROVIDE STATEMENTS, INFORMATION, NAMES OF POSSIBLE WITNESSES, AND  
16 ANY OTHER EVIDENCE TO APPROPRIATE CAL STATE LA ADMINISTRATOR(S)  
17 PRIOR TO THE NOTICE OF PENDING DISCIPLINARY ACTION. FACULTY  
18 MEMBERS HAVE A RIGHT TO MEET WITH APPROPRIATE CAL STATE LA  
19 ADMINISTRATOR(S) PRIOR TO THE NOTICE OF PENDING DISCIPLINARY  
20 ACTION. FACULTY WHO ATTEND SUCH MEETINGS HAVE A RIGHT TO BE  
21 ACCOMPANIED BY CFA AND/OR FACULTY REPRESENTATIVE(S). DISCIPLINARY  
22 ACTIONS SHOULD BE CORRECTIVE AND NOT PUNITIVE WHENEVER POSSIBLE.

23 This i Information ON DISCIPLINARY ACTION PROCEDURES is found in Article 19 of  
24 the COLLECTIVE BARGAINING AGREEMENT. **Agreement.**

## **Disciplinary Action Procedures for Academic Personnel**

(Senate: 11/14/89; President: 12/4/89)

Governing and other relevant documents: Article 19 of the Collective Bargaining Agreement; CSU Executive Order 1096 (revised); *National Labor Relations Board V. J. Weingarten Inc.*, 1975 (Weingarten Rights).

Cal State LA faculty have a right to due process in disciplinary actions. The appropriate Cal State LA administrator(s) must notify any faculty member for whom disciplinary action(s) are being considered prior to the notice of pending disciplinary action. Faculty members have a right to information about allegations made against them and to receive copies of any documents, witness statements, or other evidence prior to the notice of pending disciplinary action. Faculty members have a right to provide statements, information, names of possible witnesses, and any other evidence to appropriate Cal State LA administrator(s) prior to the notice of pending disciplinary action. Faculty members have a right to meet with appropriate Cal State LA administrator(s) prior to the notice of pending disciplinary action. Faculty who attend such meetings have a right to be accompanied by CFA and/or faculty representative(s). Disciplinary actions should be corrective and not punitive whenever possible.

Information on disciplinary action procedures is found in Article 19 of the Collective Bargaining Agreement.