

Sample Form: Disciplinary Policy for Health and Safety Infractions

The safety of everyone on this farm is very important. Therefore, to prevent incidents or unsafe conditions, it is our policy to follow all health and safety practices and policies.

Failure to follow established health and safety practices will result in the following sequence for the reoccurrence of unsafe acts or behaviours:

- Verbal Warning
- Written Warning
- 3-5 Day Suspension
- Dismissal/Termination — immediate termination may result if the actions were intentional and without regard for the health and/or safety of the worker or other persons

_____, you have been observed working in the

(Print Employee Name)

following unsafe manner, contrary to safety requirements described in *The Farm's Standard Operating Practices*:

This is your: ____ First ____ Second ____ Third ____ Fourth infraction

Action taken is: _____

Employer: _____ Employee: _____

(Print Employer Name)

(Print Employee Name)

Signature: _____ Date: _____ Signature: _____ Date: _____