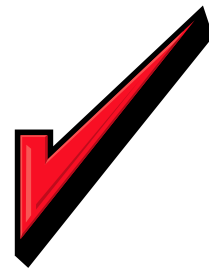


Due process is assurance that the employee has a means of protecting his/her rights. Due process consists of the following elements:

- The right to be informed of the allegation/complaint against him/her.
- The right to confront his/her accuser.
- The right to present evidence in his/her own defense.
- The right to counsel (ie. Union representation)
- The right to assurance that the employer will insist upon good reasons for denying any right or imposing a disciplinary measure.

Due Process Checklist



THE EMPLOYEE'S DUE PROCESS RIGHTS WERE VIOLATED.

_____ The employee was not informed of the charges against him/her.

_____ The employee was not allowed to confront his/her accuser(s) or was not made aware of who the accuser was.

_____ The employee was not given the right to present evidence in his/her defense.

_____ The employee was not allowed to have representation at the time of discipline.

_____ There were no good reasons for denying an employee rights or for imposing the discipline.