

City of Whitewater Elected Official

Progressive Discipline Policy

Purpose: The purpose of this Progressive Discipline Policy is to address instances where an elected official fails to adhere to the Code of Conduct, providing a fair and consistent process for corrective action.

1. Informal Discussion: For minor infractions, the Council President or ethics committee shall engage in an informal discussion with the elected official to address concerns and provide guidance on corrective actions.

2. Written Notice: If the misconduct persists, a written notice outlining the specific violation and expected improvements shall be issued to the elected official.

3. Suspension: For more serious or repeated violations, a suspension may be imposed, with the duration commensurate with the severity of the offense. During suspension, the elected official shall not perform their duties.

4. Removal from Committee Assignments: Continued violations may result in the removal of the elected official from specific committee assignments, limiting their influence and responsibilities within the organization.

5. Censure: In extreme cases, where the misconduct significantly harms the public trust, a censure resolution may be initiated by the appropriate governing body. This formal condemnation serves as a public reprimand.

6. Recall Procedures: If the elected official's behavior continues to undermine public trust, constituents may initiate recall procedures in accordance with state laws.

Disclaimer: It will be critical to consult legal counsel and adhere to relevant state laws when developing and implementing such policies.