

# Discipline for Safety Infractions Checklist



## BENEFITS

Disciplining workers who violate your company's safety rules and procedures is complicated. On one hand, you *must* impose discipline to enforce these rules, deter infractions and preserve any due diligence defense you may want to raise in the future. But on the other hand, if you, say, automatically fire a worker who commits a safety infraction, the company could face a grievance or wrongful dismissal lawsuit.

## HOW TO USE THE TOOL

Use this checklist, which is based on a webinar presentation by **Adrian Miedema** of Dentons, before you discipline a worker for a safety infraction, especially if you're considering termination. The checklist will help ensure that you've thoroughly assessed the situation and considered all relevant legal and safety issues. Retain the completed checklist to document your assessment.