



## Ohio Administrative Code Rule 3344-61-06 Leaves of absence with pay.

Effective: July 1, 2015

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(A) The purpose of progressive corrective action is to impress upon a staff member the need to improve performance or behavior. Progressive corrective action is encouraged to the extent practicable and appropriate. Progressive corrective action may include oral and written warnings. Nothing limits the right of the university to bypass progressive corrective action and immediately suspend or dismiss a professional staff member for any offense that, in the university's sole discretion, is of such a serious nature that use of progressive corrective action is not appropriate or warranted.

(B) In any disciplinary matter where the charge is sexual discrimination or harassment of a student, or a claim of sexual violence that occurs on or near campus, the complainant will receive notice of hearings/meetings and outcomes at the same time the employee receives such notices, and the complainant may attend hearings/meetings with one support person.

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