

# Schedule 1 – Examples of Disciplinary and Non-Disciplinary Actions

Authority for this document is established by the Managing Conduct Procedure.

Type of action	Examples
Non-disciplinary	<ul style="list-style-type: none"> <li>• mediated discussions</li> <li>• feedback</li> <li>• coaching</li> <li>• mentoring</li> <li>• counselling (verbal and/or written)</li> <li>• an extension of the probation period;</li> <li>• practical steps such as the physical relocation of impacted parties and setting ground rules</li> <li>• a change in reporting line</li> <li>• a change of role or duties</li> <li>• self-reflection activities</li> <li>• apology</li> <li>• cultural review</li> <li>• ending an affiliation</li> <li>• ending a membership;</li> <li>• removal from a committee</li> <li>• denial of services</li> <li>• any other action that the manager and People consider may assist in resolving the matter effectively.</li> </ul>
Disciplinary	<ul style="list-style-type: none"> <li>• formal warning</li> <li>• demotion</li> <li>• termination of employment or contract of engagement (either via the provision of notice or payment in lieu, or via summary dismissal)</li> <li>• any other intervention.</li> </ul>