**Ranch/Cattle Company Name:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Ranch ownership and management believe that a health and safety program must have disciplinary policies as a measure to reduce the likelihood for incidents and illnesses. This Ranch holds all employees accountable for obeying ranch safety and health rules. Employees who fail to comply with safety and health rules are subject to disciplinary action, up to and including termination of employment.

The following steps will be followed unless, in the opinion of management the incident or event is of a nature, or is a serious enough violation of the health and safe requirements of the ranch that action is required by moving directly to Step 2 or 3.

* A first-time violation will be discussed verbally between supervisor and the employee. This will be done as soon as possible after the event.
* A second time offence will be followed up in written form and a copy of this written documentation will be kept on record in the health and safety program.
* A third time violation will result in time off, or a financial imposition or possible termination depending upon the seriousness of the violation.

**Regulations for the acceptable conduct of employees are necessary for the safe and orderly operation of any business and for the benefit and protection of the rights and safety of all employees**

The Ranch is expected to administer discipline in a constant and equitable manner. Breaches of conduct and the circumstances causing them must be evaluated in each situation and attention shall be given to but not limited to:

* Cause - what were the factors leading to the event, were they predictable or preventable?
* Severity - what was the outcome, what might the outcomes have been?
* Possible consequences - what could have happened? What is the result of the incident on the health and safety attitude and culture of the operation?