

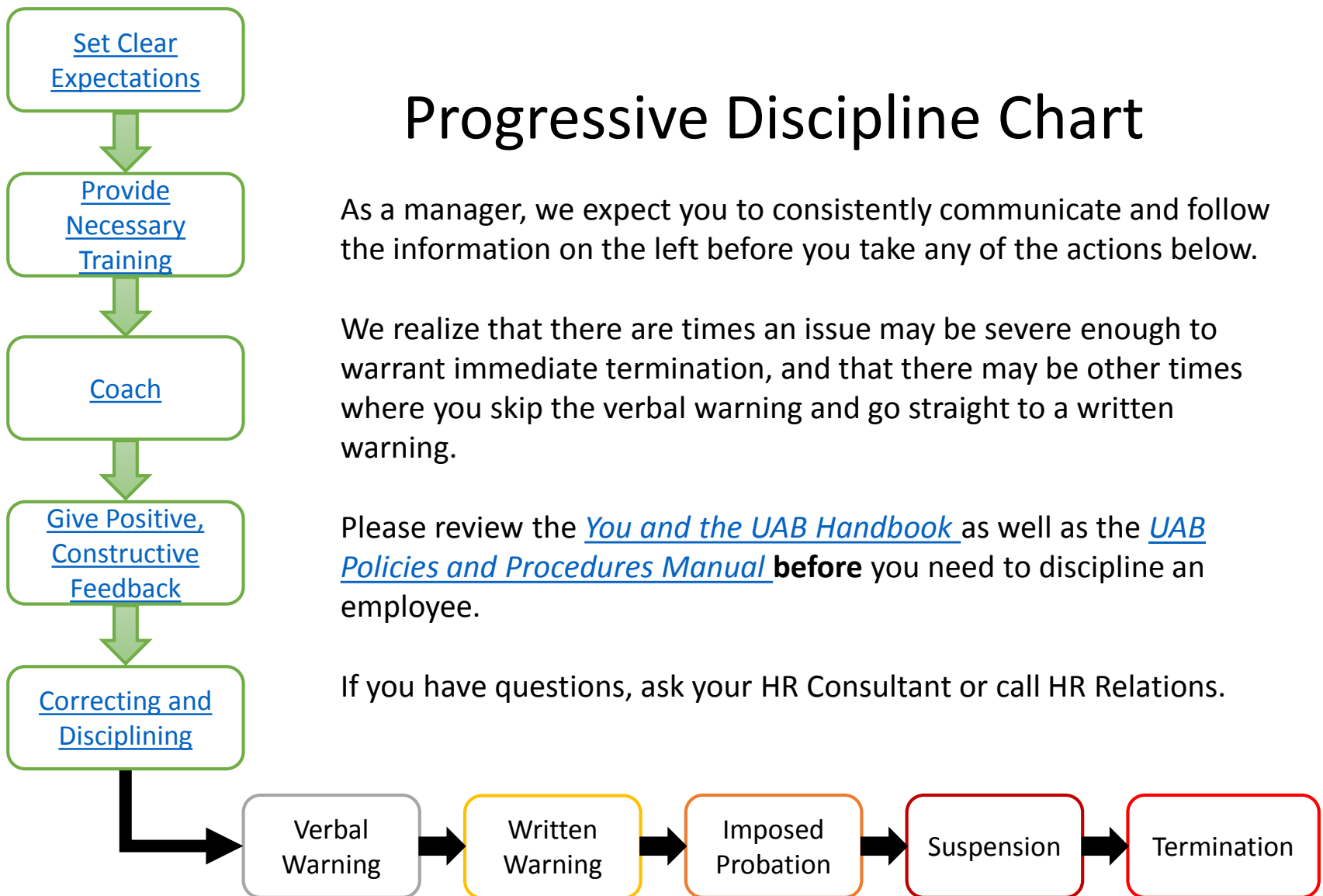
Progressive Discipline Chart

As a manager, we expect you to consistently communicate and follow the information on the left before you take any of the actions below.

We realize that there are times an issue may be severe enough to warrant immediate termination, and that there may be other times where you skip the verbal warning and go straight to a written warning.

Please review the [You and the UAB Handbook](#) as well as the [UAB Policies and Procedures Manual](#) **before** you need to discipline an employee.

If you have questions, ask your HR Consultant or call HR Relations.



Please Note: This process depends on several factors. Some issues may go directly through the process as shown here. However, others may skip or repeat steps. Ask your HR Consultant or HR Relations if you need assistance.