

POLICY NUMBER: 2.00.106**EFFECTIVE DATE:** 6/20/19**TITLE:** Sanctions for Violations**SUPERSEDES:****BOARD ADOPTION:** 6/20/19**REVIEWED:** *(Wet signature on hard copy)*

PURPOSE

A Board member, the Executive Director, or an employee who violates a Board Policy may be subject to official reprimand or action as provided by law.

Board Members, Executive Director, Internal Audit Director

In the event that the Board determines that a violation by a Board Member, Executive Director, or Internal Audit Director is malfeasance, misfeasance, inefficiency, neglect of duty, incapacity, or the individual is unable to perform his or her fiduciary duties, the Board may take the following action:

1. A voting Board member: The Board, in its sole discretion, may refer the matter to the proper appointing authority or the attorney general, as deemed appropriate.
2. A non-voting Board member: The Board, in its sole discretion, may take appropriate steps to remove the offending member from the Board.
3. The Executive Director: The Board, in its sole discretion, may take appropriate steps to remove the Executive Director in compliance with RCW 43.33A.100.
4. Internal Audit Director: The Executive Director, with the oversight of the Audit Committee, may take appropriate steps to remove the Internal Audit Director.

Employees

When an employee violates a Board policy, the Executive Director may take such disciplinary action authorized by law, including the referral of an alleged violation to the Executive Ethics Board, the Attorney General or county prosecutor. The exercise of any sanction shall not exhaust, diminish, or otherwise prevent any other authorized action, including a civil or criminal action.

POLICY REVIEW

The Board shall review this policy at least once every three (3) years to ensure that it remains relevant and appropriate.