THE TOWN OF STRATFORD

RESOLUTION

HR001-2026 Progressive Discipline Policy

Motion Carried	**X**	**Council Chambers**
Motion Lost		**Town Hall**
Motion Deferred		**March 18, 2026**

Committee	HR Committee
Moved by Councillor	Steve Gallant
Seconded by Councillor	Jody Jackson

WHEREAS Council recognizes the importance of clear, fair, and consistent employment practices; and;

WHEREAS a Progressive Discipline Policy establishes a structured framework for addressing employee performance and conduct issues in a manner that is constructive, transparent, and compliant with applicable employment legislation; and

WHEREAS the Chief Administrative Officer has presented a proposed Progressive Discipline Policy for Council's review and consideration.

BE IT RESOLVED THAT:

1. Council hereby adopts the Progressive Discipline Policy dated February 25, 2026, attached.

2. The Chief Administrative Officer is authorized and directed to implement the policy and ensure it is incorporated into the Town's Human Resources framework.

3. The Chief Administrative Officer shall ensure the policy is communicated to all employees and included in the Town's policy registry and ensure the policy is implemented accordingly.

This resolution bears the recommendation of the Human Resources Committee at a meeting held on February 25, 2026.