

# **Loudermill: Pre-Disciplinary Hearing Rights**

When just cause is required in the case of suspension without pay, involuntary demotion, or involuntary termination, be aware that prior to any disciplinary action, "The ...tenured public employee is entitled to oral or written notice of the charges against him (or her), an explanation of the employer's evidence, and an opportunity to present his (or her) side of the story.

" This right is known as the "Loudermill Right" based upon the 1985 U.S. Supreme Court decision in the case of Cleveland Board of Education v. Loudermill.