



*County of Los Angeles  
Sheriff's Department Headquarters  
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SHERIFF'S BULLETIN

#579

April 29, 2009

### **EDUCATION-BASED DISCIPLINE**

***“Employees are led to the muddy waters of punitive discipline and made to drink, and then they get sick. Some are sick for the moment, and for some it takes a lifetime to cure.”***

Sheriff Leroy D. Baca  
Los Angeles County Sheriff's Department

The mission of Education-Based Discipline is to develop an individualized remedial plan, with the involvement of the employee, that emphasizes education, training and other creative interventions, thereby promoting a more comprehensive and successful outcome.

Education-Based Discipline (EBD) is an innovative alternative to traditional disciplinary suspensions. EBD reduces management-employee conflict and embitterment that results from withholding employees' pay. Instead, offering optional behavior-focused education and training department-wide, enhances communication, character, competence and trust. EBD ensures the continued development of our workforce and service excellence.

EBD is a voluntary option to disciplinary suspensions. All rights are preserved while employees decide between suspension of pay or EBD.

Information about EBD can be found on the LASD EBD Intranet site and at [www.lasd.org](http://www.lasd.org). The links provide information about EBD, frequently asked questions (FAQ), classes and action items, upcoming events, and published articles concerning EBD.

The Education-Based Discipline Unit can be reached at [ebd@lasd.org](mailto:ebd@lasd.org) or (562) 946-7006.

*A Tradition of Service*