

POLICIES OF THE
BOARD OF TRUSTEES

3.33	Dismissal and Suspension	1 of 1
NUMBER	TITLE	PAGE

- (1) Definitions
 - (1.1) *Dismissal* – the action taken by the Board or authorized by the Board to be taken by the President to separate an individual for cause from employment with the College.
 - (1.2) *Cause* – a reason for an action or condition. For the purpose of this policy, it will be defined as including, but not limited to: incompetent or inefficient service; insubordination; substance abuse; sexual or racial discrimination; harassment or other illegal acts; willful neglect of duty; unprofessional or unethical conduct; or misconduct seen as a violation of institutional policies or procedures.
 - (1.3) *Suspension* – the action taken against an employee to temporarily relieve the individual of duties and place the employee on leave without pay.
- (2) Policy
 - (2.1) An employee, regardless of position, profession or work performed, may be warned, reprimanded, suspended, or dismissed by the College President at the Board of Trustees’ approval for cause as defined above and in accordance with the *Civil Rights/Equal Opportunity Policy 2.3*.
 - (2.2) The employee who is suspended or dismissed for cause is entitled to Due Process in accordance with Board Policy 3.6.
 - (2.3) When a hearing is requested, the same rules shall be followed as outlined in Administrative Procedure 03-0901 Non-tendering of a New Contract.

General Authority:
Revised:
Editorial Changes: