

## **BP 7361.1 Grounds for Discipline**

Permanent classified employees of the district shall be dismissed or otherwise disciplined for cause as provided herein:

1. Incompetency, below standard work performance, a pattern of inefficiency, or continued negligence in the performance of the duties of the position.
2. Insubordination, including but not limited to refusal to do reasonably assigned work or any other serious breach of discipline.
3. Discourteous, offensive or abusive conduct toward other employees, students, or public.
4. Misuse or theft, destruction or mishandling of district property, or property of district employees.
5. Offering anything of value, or offering any service in exchange for special treatment in connection with the employee's job or employment, or the accepting of anything of value or any service in exchange for granting any special treatment to another employee or to any member of the public.
6. Possession of opened alcoholic beverage containers or drinking alcoholic beverages or being under the influence of alcohol or controlled substances or failure to comply with Board Policy 3550, Employee Substance Abuse, while on the job.
7. Engaging in political or personal activities during assigned hours of employment.
8. Commission of any felony or crime carrying a penalty of imprisonment.
9. Commission of a sex offense as defined in Education Code Section 87010.
10. Excessive, repeated, or unexcused absence or tardiness.
11. Abuse of leave privileges.
12. Knowingly falsifying or omitting any information requested by the district, including but not limited to information requested on application forms, employment records, and other records.
13. Persistent violation or refusal to obey safety and/or other rules or procedures made applicable to the district by the President/Superintendent or by any appropriate state or government agency.

**San Luis Obispo County  
Community College District**

14. Any willful failure of good conduct tending to injure the public service or its reputation with particular regard to students.
15. Abandonment of position, which shall be interpreted to mean an absence without continued notification in excess of one day, except in case of dire emergency.
16. Membership in the Communist Party or any other organization which advocates the overthrow of federal, state, or local government by force, violence or other unlawful means as defined in Section 1028 of the Government Code.
17. Willful or persistent violation of district rules or procedures which have been made known to the employee.
18. Failure to obtain or maintain any license, certificate, rating or other authorization required by law, regulations or district policy for the position then held by the employee.

Approved: 11/10/1980

Revised: 9/1/1993

**Formerly BP 4510**