



BOARD POLICY

TITLE: EMPLOYEE DISCIPLINE

BOARD POLICY # 7365 *(was 313.01)*

Umpqua Community College has established work performance and behavior standards that employees are expected to follow. The College uses progressive discipline for the purpose of constructive retention. The College may issue written warnings, suspend, demote, or take other disciplinary action for violations of rules, policies, or deficiencies in standards of work performance.

Nothing in this Board Policy is intended to alter the requirements of just cause, if any, under an applicable CBA.

Temporary and probationary employees may be terminated for any violation without progressive discipline.

Each situation will be evaluated according to the circumstances involved, and the type of discipline administered may vary depending on the assessment of the seriousness of the violation or deficiency of work performance. Warnings for different violations or deficiencies may be combined to determine the appropriate level of discipline.

See also:

- AP 7366 outlines Standards of Conduct
- AP 7365 outlines Progressive Discipline

RESPONSIBILITY:

The Executive Director of Human Resources is responsible for implementing and updating this policy. Specific guidance for policy implementation may be found in the associated Administrative Procedure(s).

NEXT REVIEW DATE: 2026-2027

DATE OF ADOPTION: 2/14/2024

DATE(S) OF REVISION:

DATE(S) OF PRIOR REVIEW: