



**COMPTON COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES POLICIES**

BP 7370 Discipline and Dismissal – Classified Employees

Issued: July 20, 2010

Reference:

Education Code Sections 88121; 88122

No person in the permanent classified service shall be demoted or removed except for reasonable cause. This policy shall not be construed to prevent layoffs for lack of work or lack of funds. Persons employed in the classified service may be suspended, demoted, or dismissed for any of the following causes:

- Incompetency, inefficiency, insubordination, inattention to or dereliction of duty, discourteous treatment of the public or of fellow employees, or any other willful failure of good conduct tending to injure the public service, or any willful and persistent violation of the provisions of the Education Code or of rules, regulations, or procedures adopted by the Board of Trustees or the Personnel Commission pursuant to it; provided that specific instances must be set forth as to any of the causes enumerated under this heading.
- Dishonesty, habitual drunkenness, immoral conduct, or addiction to the use of narcotics.
- Political activities engaged in by an employee during his assigned hours of employment.
- Conviction of a serious crime by a court of law; a record of one or more convictions which indicates that the person is a poor employment risk; failure to disclose material facts regarding criminal records; and other false or misleading information on application forms or examination and employment records concerning material matters.
- Frequent unexcused absence or tardiness.
- Illness leaves, when habitually taken for trivial indispositions.
- Continuing illness of a disabling nature after the exhaustion of illness leave and leave of absence privileges.
- Failure to report for review of criminal records or for health examination after due notice.
- Advocacy of overthrow of the Government of the United States or the State of California by force, violence, or other unlawful means.
- Membership in the Communist Party.
- The discovery or development during an initial probationary period of any physical, emotional, and/or mental condition which would have precluded acceptance as an eligible for assignment.
- Abandonment of position. (Ten working days of unexcused absence)