

6C2R-4.070 Guidelines for Disciplinary Action.

(1)- (6) No Change

(7) Disciplinary Action. Included below are standards for the administration of disciplinary actions for various types of offenses. The disciplinary actions for the listed offenses have been established to assure that employees who commit offenses receive similar treatment in like circumstances. The suspension of an exempt employee shall be for no less than one workweek, unless required for a major safety violation. Within each level of occurrence a range may be provided to allow the supervisor flexibility in selecting appropriate discipline in order to take into consideration mitigating or aggravating circumstances.

(dd) Chargeable Crash in a University Vehicle (Applicable to Sworn Law Enforcement Personnel Only)

A chargeable crash is any accident involving a university vehicle resulting in physical damage to the vehicle or to other property or personal injury which could have been charged as a vehicular offense, whether actually charged or not. A “minor violation” is a chargeable crash, which is caused by slight negligence, or carelessness, which does not have the potential for serious injury. A “more serious clear-cut violation” is a chargeable crash, which is caused by greater negligence, or carelessness, which has the potential for serious injury or damage. An “extreme violation” is a chargeable crash, which is caused by driving in a reckless or irresponsible manner, or with gross disregard for the safety of persons or property or a crash which exhibits willful abuse of authority.

1. Minor Violation

- a. First or second occurrence: counseling [counseling is not considered discipline]
- b. Third occurrence: written reprimand
- c. Fourth occurrence: suspension
- d. Fifth occurrence: Dismissal

2. More Serious Clear-Cut Violation

- a. First occurrence: written reprimand and driver training
- b. Second occurrence: suspension
- c. Third occurrence: suspension to dismissal
- d. Fourth occurrence: dismissal

3. Extreme Violation

- a. First or second occurrence: suspension to dismissal
- b. Third occurrence: dismissal

(8) - (9) No Change

Specific Authority BOG Resolution January 7, 2003, Reg. Procedure July 21, 2005 Law Implemented 1001.74(5)
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