



Document Number: HR 6.014
Title: Discipline – For All Employees
Original Adoption: 10/10/01
Effective Date: 10/01/2001
Revised Dated:

NOTE: Please refer to Policy II.3.020- LTC Tenure Rights/Removal Policy for employees of the LTC: (who were engaged in the performance of the postsecondary vocational-technical school functions of the State Board of Elementary and Secondary Education “BESE” and the State Department of Education, prior to July 1, 1999, and who acquired tenure status, prior to July 1, 1999.)

Where problems with employee behavior or performance arise, a supervisor will seek to correct the problem. Discipline is a means to correct substandard employee behavior and performance. The system is dependent upon the employee’s recognition of his/her need to accept and conform to RPCC standards of performance and conduct.

It is recognized that the employee-employer relationship is not the same for all employees. The employee-employer relationship for classified employees is governed by Civil Service Rules. The employee-employer relationship for unclassified employees, non-tenured faculty and tenured faculty are defined by the LCTCS employment relationship policy.

Regardless of the disciplinary approach, RPCC philosophy is to assure that all employees are treated fairly and equitably without regard to race, color, religion, sex, national origin, age, handicap or veteran status.

Employees have the right to know what is expected of them. It is important that all employees be notified of their duties and responsibilities in order to be aware of job expectations.

RPCC maintains an informal and open access to management and encourages the use of this avenue, as appropriate. The type of discipline imposed should reflect the seriousness of the problem. Some offenses are so serious as to justify discharge or suspension on the first offense (e.g., theft, fraud, serious negligence, etc.) For those offenses that do not justify serious discipline on the first offense, progressive discipline is applied. Types of discipline may include reprimand, denial of merit increase, demotion, suspension with or without pay, termination, or other appropriate action. Suspension is intended to be limited to a reasonable time necessary to investigate the problem and confer with appropriate individuals concerning the disciplinary decision. Suspension requires notification to the Chancellor.

Disciplinary actions are advisory and, as such, disciplinary procedures may be adjusted or modified at the discretion of the Chancellor. The following progressive discipline steps will generally apply:

1. Verbal notification by supervisor in an informal counseling session
2. Written notification by supervisor issued to the employee in a formal counseling session
3. A discussion of specific disciplinary action applied, up to and including termination, with written confirmation of the discussion issued to the employee by the supervisor

Progressive discipline steps are generally sequential, however, more than one of the above-mentioned progressive discipline steps may be taken simultaneously, dependent upon the nature of the infraction. Nothing contained herein shall prevent the RPCC from taking immediate disciplinary action where circumstances warrant such action.

The employee shall be given the opportunity to explain the circumstances surrounding the incident(s), and to present the reasons he/she feels that any proposed disciplinary action should not be taken, in order that the employee is afforded due process.

Supervisors must contact institution Human Resources prior to taking termination action. The RPCC policy regarding Employment Relationship is applicable in the event of termination. LCTCS Human Resources must be provided notice of all termination actions.

The Board recognizes the necessity and desirability of providing employees a method and forum in which to resolve, in an orderly fashion, problems in the work place. However, by the adoption of this policy, it is not the intention of the Board to confer upon LCTCS employees any additional rights of substantive or procedural due process not mandated by law.

Each institution is responsible for establishing operating procedures for assuring compliance with the RPCC Discipline Policy and to have these procedures approved by legal counsel, the President and on file with the system office.