

**Rancho Santiago Community College District**  
**BOARD POLICY**  
Chapter 7  
Human Resources

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**BP 7365 Discipline and Dismissal – Classified Employees**

**References:**

Education Code Section 88013  
Government Code Sections 3300 et seq.

The Chancellor shall enact procedures for the disciplinary proceedings applicable to permanent classified employees of the District. Such procedures shall conform to the requirements of the Education Code and may be delineated in the appropriate collective bargaining agreement.

The Board's determination of the sufficiency of the cause for disciplinary action of a classified employee shall be final.

No disciplinary action shall be taken for any cause that arose prior to the employee becoming permanent, or for any cause that arises more than two years preceding the date of the filing of any charge against the employee, unless that cause was concealed or not disclosed by the employee when it could be reasonably assumed that the employee shall have disclosed the facts to the district.

**Adopted October 28, 2013 (Previously AR4319)**  
**Revised: July 17, 2017**