

# Clatsop Community College

**Code:** 4.505  
**Adopted:** 1/26/95  
**Revised:** 2/8/11

## **DISCIPLINE AND DISMISSAL OF PERSONNEL**

All staff are subject to the Policies and Procedures of Clatsop Community College, and when appropriate, the association master agreements. It is the policy of Clatsop Community College that employees who violate any of the College's policies, procedures, or applicable association agreements are subject to disciplinary action.

Progressive disciplinary procedures do not apply to probationary, non-regular part-time employees, temporary or student employees. Progressive disciplinary action is intended to be corrective rather than punitive and a series of actions is usually needed to result in dismissal, unless cases involve major/serious misconduct.

Procedures regarding discipline and dismissal can be found on the College intranet, under 4.505P or from the Human Resources Office.

END OF POLICY

---

Legal References:

ORS 342.663  
ORS 342.835  
ORS 342.865-342.915