

3354:1-43-03 Corrective action policy.

- (A) This policy applies to all full and part-time employees unless specifically excluded or limited by the explicit provisions of a collective bargaining agreement.
- (B) Should an employee's performance, work habits or behavior become unsatisfactory in the judgment of the College, based on a violation of accepted standards of conduct or College policies, procedures, rules or regulations, that employee will be subject to corrective action, up to and including dismissal.
- (C) Due process will be provided to employees prior to the suspension, disciplinary demotion or dismissal of an employee by the College; except that if, in the judgment of the College, earlier action is necessary for the protection of person or property, then due process may occur after the suspension, disciplinary demotion or dismissal.
- (D) The President or President's Designee is hereby directed to take all steps necessary and appropriate for the effective implementation of this policy.

Effective date: December 15, 2005