

1.0 Severe Disciplinary Action

- 1.1 The Chancellor may impose severe discipline on an employee whenever the Chancellor determines that the employee:
- 1) has violated Board Policy or other applicable regulations or laws and has not modified the behavior after having been apprized of the violation and given an opportunity to correct the inappropriate conduct; or
 - 2) whenever the employee has committed an act which is so severe as to warrant immediate action. If the discipline is not appealed, the Chancellor shall submit the discipline to the Board for final action.

2.0 Employee Rights

- 2.1 An employee shall not be the subject of severe discipline except for causes designated in Board policies and regulations, the Education Code, the Penal Code or other applicable law.
- 2.2 An employee shall have the right to a hearing as outlined in Policy 6915.
- 2.3 An employee who has abandoned a position shall not have a right to a hearing prior to termination.

(Formerly R-6633)(Cross-Reference [P-6915](#))

LRCCD

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Policy Reviewed:
Adm. Regulation [R-6914](#)