

## **6Hx19-2.59 DISCIPLINARY ACTION**

This Board Policy establishes the types of disciplinary actions supervisors may utilize upon a finding of violations of Federal and State law and Pasco-Hernando State College (College) Policies and Regulations.

The District Board of Trustees (DBoT) authorizes the following forms of disciplinary action:

- a. Warning – verbal or written
- b. Reprimand – verbal or written
- c. Probation
- d. Transfer – position, office or campus
- e. Suspension with pay
- f. Suspension without pay
- g. Demotion
- h. Return to annual contract status
- i. Report to appropriate law enforcement agency
- j. Refer for rehabilitative service
- k. Termination

Nothing in this Policy is intended to require or imply a “progressive disciplinary” policy. The listing of forms of discipline are for convenience only and are not intended to suggest the order in which discipline will be imposed nor shall any of the above be deemed a pre-requisite for harsher discipline.

Only the President or the DBoT, on recommendation of the President, may impose disciplinary action, except for verbal/written warnings and reprimands. The President is authorized to take final disciplinary action against non-contract personnel, to include termination.

The President shall establish procedures for implementing this Policy. Such procedures shall, at a minimum, provide for a fair and impartial investigation of all allegations and/or recommendations for discipline beyond a warning or reprimand and shall provide for confidentiality of all proceedings.

Rule Initially Adopted: 11/16/87

Revision Dates 11/16/87; 1/16/90; 5/14/91; 10/21/97; 1/20/09; 5/19/26

Legal Authority:

General Authority: Florida Statutes: 1001.64;1001.65

Law Implemented: Florida Statutes: 1001.64(1)(2)(4)(18)(43)(44);  
1001.65(1)(3)(16)(23)