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**Human Resources**

**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.

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

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

A permanent member of the classified service shall be subject to disciplinary action, including, but not limited to, oral reprimand, written reprimand, reduction in pay, demotion, suspension, or discharge, as provided in the Administrative Procedures; provided, however, that such action shall not be effective until written charges are filed and served upon the employee and the Board has taken action as herein provided.

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**Date Adopted:** August 18, 2015

*(This new policy replaces CLPCCD Policy 4430.)*