



References: *Education Code Section 88013;*
Government Code Sections 3300 et seq.;
CSEA Collective Bargaining Agreement

Grounds for Discipline

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 defined in the CSEA Collective Bargaining Agreement

Background Checks

Background checks may be conducted as part of disciplinary or harassment investigations. (Civil Code Sections 1786 et seq. (Investigative Consumer Reporting Agencies Act); 15 U.S. Code Sections 1681 et seq. (Fair Credit Reporting Act).)

Advance notice of discipline/harassment investigations may be provided to those under investigation. If the investigation results in action that adversely affects the employee, the employee shall receive oral, written, or electronic notice of:

- The adverse action;
- The name, address, and telephone number of the third party agency that furnished the report;
- The employee's right to obtain a free copy of the report; and
- The employee's right to dispute the accuracy or completeness of any of the information in the report.

Disciplinary Actions

Disciplinary action taken by the District against a permanent member of the classified service shall follow the process outlined in the CSEA Collective Bargaining Agreement.

Date: 4/18/23