Ocean County College, Toms River, NJ

PERSONNEL
All Employees
Progressive Discipline #3006

POLICY

Ocean County College supports the use of progressive discipline. All employees will have alleged breaches of discipline adjudicated with fairness and will receive the judicious application of a disciplinary action appropriate to the offense if guilt is determined. Subsequent breaches will be subject to appropriate progressive increments in the severity of the discipline.

In certain instances where the offense is severe, it may be necessary to impose a suspension or termination of an employee, even in the case of a first offense. When a suspension or termination is deemed to be appropriate, the suspension or termination may occur prior to approval by the Board of Trustees.

The President shall have authority for interim approval of a suspension or termination during the periods between scheduled meetings of the Board. The interim approved suspension or termination will require the review and final approval of the Board at its next scheduled meeting.

Employees covered by a bargaining agreement will utilize the contractual process governing disciplinary action. Employees not covered by a bargaining agreement will utilize the process in the NAP Handbook governing disciplinary action.

ADOPTED: April 23, 2007
Revised: May 27, 2014