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## 1.0 Just Causes

- 1.1 The continued employment of any employee is contingent upon acceptable performance of assigned duties and personal fitness. Employees may be suspended, dismissed or otherwise disciplined for just cause. In addition to causes enumerated in the California Education Code, any of the following causes, or similar causes, shall be deemed sufficient reason for suspension, dismissal or other discipline:
- 1.1.1 insubordination, inefficiency, dereliction of duty or repeated failure or refusal to perform assigned duties in a satisfactory manner;
  - 1.1.2 carelessness or negligence in the performance of duties;
  - 1.1.3 absence from duty without leave; repeated unexcused absences or tardiness or other abuses of leave privileges;
  - 1.1.4 willful misuse of or negligent damage to or waste of property or equipment in the possession or care of Los Rios;
  - 1.1.5 persistent violation or refusal to obey safety rules or regulations;
  - 1.1.6 discourteous, offensive or abusive conduct or language toward students, the public, or other employees;
  - 1.1.7 dishonesty in handling District funds, reporting time on and off the job, and other matters of a similar nature; misuse of District resources including, but not limited to equipment, supplies, facilities, and postage for non-district purposes;
  - 1.1.8 possession of and/or drinking alcoholic beverages on District property or reporting for work while under the influence of alcohol;
  - 1.1.9 addiction to or being under the influence of controlled substance as defined in the Health & Safety Code Section 11007; conviction of a controlled substance-related offense;
  - 1.1.10 falsifying information supplied to the District including but not limited to, information provided on application forms, employment records or any other District record;
  - 1.1.11 conviction of a felony or a misdemeanor involving moral turpitude. A plea or verdict of guilty or a conviction following a plea of nolo contendere, to a charge of a felony or any offense involving moral turpitude shall be deemed to be a conviction within the meaning of this section; (Education Code §§ 87009, 87010 and 87011)

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- 1.1.12 knowingly making, duplicating or causing to be duplicated any key to any District facility without authorization from the administrative officer; providing a key or its use to an unauthorized user;
  - 1.1.13 offering anything of value or offering any service in exchange for special treatment in connection with the employee's job or employment, or the accepting of anything of value or any service in exchange for granting any special treatment to another employee or to any member of the public; including but not limited to bribes, discounts, or preferential treatment;
  - 1.1.14 abandonment of position: If a regular employee is absent from work for a period of five (5) days or more without notifying his/her supervisor, the District may declare the employee's job "abandoned;"
  - 1.1.15 advocacy of overthrow of federal, state or local government by force, violence or other unlawful means;
  - 1.1.16 violation of District policies or regulations; or
  - 1.1.17 refusal to perform essential job functions due to a disability despite reasonable accommodation provided by the District.

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LRCCD

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