

**Grounds for
Dismissal**

Any full-time faculty member may be dismissed for good cause before the completion of the term fixed in his or her contract.

Notice

Before any faculty member is dismissed for good cause, the faculty member will be given reasonable notice in writing of the proposed action and the grounds for the action set out in sufficient detail to fairly enable him or her to show any error that may exist.

Hearing

If, upon written notification, the faculty member desires to be heard and to contest the proposed recommendation for dismissal, he or she must file a formal complaint pursuant to DGBA(LOCAL).

**Grounds for
Disciplinary Action /
Dismissal**

All College District employees may be terminated, or subject to formal disciplinary action for any of the following reasons, including but not limited to:

1. Unsatisfactory job performance.
2. Insubordination, which includes, but is not limited to, failure to carry out lawful directives and requirements of the employee's supervisor, failure to follow policies and procedures of the College, or repeated neglect of duties.
3. Physical or mental condition that results in the employee's inability to perform the assigned essential job functions, with or without a reasonable accommodation.
4. Any conduct involving moral turpitude, which includes, but is not limited to, the conviction or commission of a felony for fraud, theft, bribery, burglary, assault, homicide, kidnapping, official oppression, abuse of office, misuse of confidential information, indecency with a minor, public lewdness, possession of child pornography, and any other felony crimes.
5. The conviction or commission of a misdemeanor related to the employee's job or while on duty.
6. Unlawful use, possession, or distribution of controlled substances or dangerous drugs while on duty or on campus.
7. Misuse of alcohol or being under the unlawful influence of controlled substances or dangerous drugs, while on campus, while on duty, or while engaged in business on behalf of the College.
8. Absence for three working days without notifying the immediate supervisor in writing or via email, and without approved justification.

9. Falsifying information or any documents, including, but not limited to, in connection with a request for a leave of absence or providing a false reason for a leave of absence.
10. Falsification of pertinent information regarding the employee's application for employment, credentials, transcript, or any other employment form or document, regardless of when the falsification is discovered.
11. Unauthorized alteration or destruction of educational records or any other official College records.
12. Excessive absences or tardiness (excluding absences protected by law), failure to follow any procedures pertaining to reporting or counting absences, unacceptable pattern of repeated absences, or failure to provide requested documentation to substantiate an absence.
13. Theft, physical violence, and disruption of working conditions.
14. Violation of the College's code of ethics, core values, and standards of conduct.
15. Failure to report arrest(s) or conviction(s) occurring during the employee's term of employment or failure to report those arrests or convictions in violation of Board policy requiring prompt reporting.
16. Inappropriate or unauthorized use of College equipment, property, and resources.
17. Violation of College policy, local law, state law, or federal law.
18. Violating state or federal law, including Section 51.252 of the Texas Education Code (relating to the failure to make a mandatory report of sexual harassment, sexual assault, dating violence, or stalking) and Section 51.3525 of the Texas Education Code (relating to prohibited diversity, equity, and inclusion activities).
19. A reduction in force pursuant to policy DMC(Local).
20. Good cause, as recommended by the District President and approved by the Board.

Disciplinary Action

Disciplinary action against an employee will be initiated and will follow the College's formal disciplinary procedures.