

## **Personnel - Classified**

### **4430 Disciplinary Action (Suspension, Demotion or Dismissal of Permanent Classified Employee) \***

A permanent classified employee may be demoted, suspended or dismissed by the Chancellor, or in his/her absence by the designee, for cause, as provided in the Administrative Rules and 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.

No disciplinary action shall be taken for any cause which arose prior to the employee's becoming permanent, nor for any cause which arose more than two years preceding the date of the filing of the notice of cause unless such cause was concealed or not disclosed by such employee when it could be reasonably assumed that the employee should have disclosed the facts to the District.