

3361:30-19-01 Conduct and discipline: policy.

The following rule applies to all employees, except those whose terms and conditions of employment are governed by a separate written employment contract or collective bargaining agreement.

- (A) The university of Cincinnati expects all employees to conduct themselves in a manner that reflects favorably on the university. The president or his/her designee shall establish written guidelines governing employee conduct, grounds for disciplinary action and the disciplinary procedures. These guidelines shall be set forth in the "Human Resources Conduct Policy." Failure to comply with these guidelines will be cause for disciplinary action including termination of employment.

- (B) Except in the case of an offense justifying the immediate removal of an employee, the university of Cincinnati promotes the philosophy of progressive discipline which provides the employee the opportunity to understand a problem and the corrective action necessary to improve identified deficiencies.

Replaces: 3361:30-19-02, 3361:30-19-03, and 3361:30-19-04

Effective: January 29, 2018

Certification: 

Nicole S. Blount
Executive Director of Board Relations

Date: January 12, 2018

Promulgated under: R.C. Section 111.15
Statutory authority: R.C. 3361.
Rule amplifies: R.C. 3361.03;
 R.C. 124.34;
 R.C. 3345.21.
Prior effective dates: April 24, 1978
 February 21, 1980
 June 21, 1980
 October 26, 1981
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