

***Riverside County Office of Education***  
***Board Policy 4118 Dismissal/Suspension/Disciplinary Action***

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**PERSONNEL – CERTIFICATED PERSONNEL**

**SUBJECT: Dismissal/Suspension/Disciplinary Action**

The Riverside County Board of Education (County Board) and County Superintendent of Schools (County Superintendent) desire that employees understand what is considered unacceptable conduct. Any violation of policy or administrative regulations shall be subject to disciplinary action. The County Superintendent or designee may take disciplinary action as he/she deems appropriate in light of the particular facts and circumstances involved. He/she shall ensure that disciplinary actions are taken in a consistent, nondiscriminatory manner and are appropriately documented. (cf. 1312.1 - Complaints Concerning County Office of Education)

Disciplinary action shall be based on the particular facts and circumstances involved and the severity of the conduct or performance.

Legal Reference:

EDUCATION CODE

44010 Sex offense – definitions, 44011 Controlled substance offense – definitions, 44030.5, 44242.5, 44660-44665, 44948.2, 44948.3, 44929.21, 44929.23, 44940, 44934, 44941, 44943, 44944 Conduct of hearing, 44944.05, 44944.1, 44944.3  
44948.3 Dismissal of employees on probation

45055 Drawing of warrants for teachers

51530 Advocacy or teaching of communism

GOVERNMENT CODE

3543.2 Scope of representation

Penal Code

11165.2-11165.6

5 CCR 80303