

**POLICIES AND PROCEDURES  
OUACHITA TECHNICAL COLLEGE**

**SUBJECT AREA: Personnel Policies and Procedures**

**POLICY/PROCEDURE: Gross Misconduct**

**DATE: March 1, 1993**

**NUMBER: 2.31**

**REVISION(S): 5/30/95**

Gross misconduct is that type of serious, improper behavior that the College cannot condone even if a warning was issued. Gross misconduct threatens ongoing College operations, the health and safety of others, or individual health and safety. Gross misconduct may lead to immediate suspension pending due process as outlined in **COPP 2.32**. No list of specific misbehavior can contain all types of gross misconduct that might occur. A few examples not limited to the following:

1. Insubordination - refusing to follow supervisor's directions or refusing to perform in the manner that the supervisor requests or directs
2. Mistreatment or endangering safety of others - College employee, student, or visitor
3. Damaging College or Foundation property by serious negligence or a willful act
4. Reporting to work or representing the College under influence of alcohol and/or drugs or in possession of alcohol or drugs, firearms, or other dangerous devices.
5. Final conviction of a serious misdemeanor or any felony

AUTHENTICATION (Signature):

COPP

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President

11/26/96  
(Date)

**2.31**