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**Administrative Regulation**  
Chapter 7 – Human Resources

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**AR 7360      DISCIPLINE AND DISMISSAL, ACADEMIC EMPLOYEES**

**Release of Employees and Disciplinary Action**

Regular (permanent) and contract (probationary) academic personnel may be suspended or dismissed for the following causes:

1. Immoral or unprofessional conduct.
2. Commission, aiding, or advocating the commission of acts of criminal syndicalism, as prohibited by Chapter 188, Statutes of 1919, or in any amendment thereof.
3. Dishonesty.
4. Incompetency.
5. Evident unfitness for service.
6. Physical or mental condition rendering him/her unfit to instruct or associate with students.
7. Persistent violation or refusal to obey the school laws of the state or reasonable regulations prescribed for the government of the public schools by the Board of Governors of the California Community Colleges or by the governing board of the college district employing him/her.
8. Conviction of a felony or any crime involving moral turpitude.
9. It shall be sufficient cause for the dismissal of any public employee when such public employee advocates or is knowingly a member of the Communist Party or of any organization which during the time of his/her membership, he/she knows advocates overthrow of the Government of the United States or of any state by force or violence.
10. Violation of any provision of Education Code 7000-7007, inclusive, which pertains to knowing membership in the Communist Party and to the failure or refusal to appear before legislative committees or the Board, or answer questions under oath propounded by specified public officials, pertaining to knowing membership in the Communist Party or other organizations advocating the forceful or violent overthrow of the government of the United States and state and political subdivisions, and questions pertinent to present personal advocacy of the forceful or violent overthrow of same, or of the support of a foreign government against the United States in the event of hostilities.
11. Knowing membership by the employee in the Communist Party.

The employee shall receive written notice of unprofessional conduct or incompetency, with specific instances, and shall have the opportunity to correct his/her faults.

Also see the collective bargaining agreement(s) for the applicable employee group(s)

**References:**

Education Code Sections 87669, 87732, and 87734  
Government Code Section 1028

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