

**4000.12**

**Corrective Action**

Employees are required to meet the expectations of the District. The District believes that employees are self-disciplined and will meet or exceed expectations. Occasionally, deficiencies may occur that necessitate corrective action. Employees are accountable for what they do while on campus and, in some circumstances, even while off campus. Under certain circumstances, conduct off the job may result in corrective action or termination of employment.

Nothing in this policy shall provide any contractual rights regarding employee corrective action, nor should anything in this policy be read or construed as modifying or altering the employment-at-will relationship between the District and its employees.