



## **Policy No. 3-13**

### **Subject: Employee Standards of Conduct and Discipline**

Last Revised:

Historical Status:

Division	Policy Manager	Administrative Supervisor	Reference
Human Resources	Human Resources	College President	DHRM Policy 1.60

#### **I. POLICY**

It is the policy of Virginia Highlands Community College (VHCC) to operate in accordance with the applicable Virginia Department of Human Resource Management (DHRM) policy, which may be found here:

[https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1-60--standards-of-conduct-eff-1-1-2025.pdf?sfvrsn=7c0d724e\\_0](https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol1-60--standards-of-conduct-eff-1-1-2025.pdf?sfvrsn=7c0d724e_0)

#### **II. PERTINENT INFORMATION**

#### **III. DEFINITIONS**

#### **IV. GENERAL GUIDELINES**

#### **V. DELEGATION OF AUTHORITY**

### **APPENDIX**

#### **VI. RELATED STANDARDS, LEGAL CITATIONS, OR SUPPORTING DOCUMENTS**

#### **VII. OPERATING REQUIREMENTS**