



## **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/policy-1-60-standards-of-conduct.pdf?sfvrsn=b7261410\\_2](https://www.dhrm.virginia.gov/docs/default-source/hrpolicy/policy-1-60-standards-of-conduct.pdf?sfvrsn=b7261410_2)

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

#### **III. DEFINITIONS**

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

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

### **APPENDIX**

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

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