



JCS-Inc. Policies

## 8027.1 Disciplinary Process Policy

**Effective Date: June 12, 2020**

**Approved by: Board of Directors**

### **Policy:**

It is the policy that all employees of JCS, Inc. (JCS) are expected to act in a mature, professional and responsible way at all times. Occurrences of unacceptable behavior, as well as violations of any rules or policies, may be subject to disciplinary action, including possible immediate termination of employment. Notwithstanding, all employees remain employed “at will” and may be discharged at any time for any reason by the recommendation of the Executive Director to the President of the Board.

Original Policy 02/27/01

Revised Policy 03/07/08

Revised Policy 09/08/17

Revised Policy 06/12/2020