

USF system   USF   USFSP   USFSM

**Number:** USF10.212  
**Title:** Discipline, Misconduct, and Incompetence  
**Responsible Office:** Administrative Services/Human Resources

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(1) The provisions in these Regulations constitute the basis for just cause disciplinary actions by the USF system. “Just cause” is defined as:

(a) Incompetence, which includes, but is not limited to, the documented inability to perform assigned duties and/or substandard performance of assigned duties on a continuing basis; or

(b) Misconduct.

(2) Discipline includes oral and written reprimands, involuntary demotion, suspension with or without pay, involuntary reduction in pay for just cause, and dismissal. Discipline does not include transfer, change in assignment, non-reappointment, layoff, voluntary demotion, voluntary reduction in pay, employee evaluations, counseling, or mandatory leave (e.g. military leave, compulsory disability leave, or required use of annual leave).

*Authority:* Art. IX, Sec. 7, Fla. Constitution, Fla. Board of Governors Regulation 1.001.

*History:* New (BOT approval) 10-5-03, Formerly 6C4-10.212, F.A.C., Amended 8-10-09.