

Regents' Rules provisions that govern disciplinary actions in cases involving fraud

03.02 TTU system community conduct.

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03.02.3 Determination of a violation. Determination of a violation of the standards established in this policy shall result in the assessment of a penalty ranging from an oral reprimand to separation from the TTU system.

07.03 Fraud policy.

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07.03.6 Disciplinary actions.

[Note: Subsection a. is separated into two subsections simply to clarify that the required consultation with Human Resources and the General Counsel's office applies only when a disciplinary action is to be taken, and not when an employee is placed on administrative leave during the course of an investigation.]

a. Employees found to have participated in fraudulent acts as defined by this policy shall be subject to disciplinary action, including termination. Additionally, employees suspected of perpetrating fraudulent acts may be placed on administrative leave during the course of the investigation.

b. In ~~[those cases where]~~ any case in which an investigation leads to a disciplinary action ~~[is warranted]~~, the Office of Human Resources, Office of the General Counsel, ~~[or]~~ and other appropriate ~~[office]~~ offices shall be consulted prior to taking such actions. Criminal or civil actions may be pursued against employees who participate in fraudulent acts.

c. ~~[b.]~~ An employee terminated by reason of involvement in the perpetration of a fraud will ordinarily be terminated without eligibility for rehire. Actions to be taken shall be determined

without regard to past performance, position held, length of service, race, color, religion, sex, age, disability, national origin, or veteran status.

d. ~~[e.]~~ Students found to have participated in fraudulent acts as defined by this policy shall be subject to disciplinary action pursuant to the operating policies of the component institution. In those cases where disciplinary action is warranted, the Dean of Students, Office of Student Services, Office of the General Counsel, or other appropriate office shall be consulted prior to taking such actions. Additionally, criminal or civil actions may be pursued against students who participate in fraudulent acts.

The relationship of other individuals or entities associated with the TTU system found to have participated in fraudulent acts as defined by this policy shall be subject to review, with possible consequences including termination of the relationship. In those cases where action is warranted, the Office of the General Counsel or other appropriate office shall be consulted prior to taking such actions. Additionally, criminal or civil actions may be taken against individuals or entities associated with the TTU system who participate in unlawful acts.

07.03.7 Fraud reporting. The results of investigations conducted by the OAS shall be communicated, either orally or in writing, as determined by the CAE, to the board and to the chancellor and/or other appropriate administrators.