

Policy: Access to ADOC Facilities	Number: 606.10
Date Revised: 09-01-00	Supersedes: H-21
Cross Reference: N/A	Issued: 01-16-98

Many of the employment positions at Ingram State Technical College are of such a nature that their duties require access to one or more facilities of the Alabama Department of Corrections. In the event that any ISTC employee is denied access to a ADOC facility, or has such access suspended, limited, or made conditional, the employee must immediately report such denial, suspension, limitation or condition to his/her immediate supervisor. The supervisor shall have the right to request and receive from the employee a written report of the lack of full access as well as such other relevant documentation as the employee might have available.

If the Alabama Department of Corrections imposes upon an ISTC employee any such denial, suspension, limitation, or condition, the President shall consider such imposition to be just cause for termination of employment, suspension without pay, a demotion in position, or a reduction in work hours.

In the event that full or adequate access is restored by ADOC to the employee after such reduction in hours, suspension, leave of absence, lateral transfer, or demotion has been imposed, then the President shall reinstate the employee to his/her prior employment status, unless the President determines that such a reinstatement is not in the best interest of the college.

Should the President deem it necessary to carry out any of the foregoing administrative actions, he or she shall give such notice and make available to the employee such hearing rights as may be provided in the ***Student First Act*** and/or the rules, regulations and policies of the ACCS Board of Trustees, as appropriate.