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## Policy Information

**Effective Date:**

August 25, 2017

**Policy Number:**

SEM 109.0

**Responsible Unit:**

Division of Human Resources

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## Scope

This policy applies to students in Student Worker Groups B, C, and D; Student Residence Hall Assistants; and Graduate Assistants/Associates. Additional Rules of Conduct for Graduate Assistants and Associates are listed in the [GA Manual](#) [2].

## Policy

Student workers are expected to adhere to the rules of conduct of the University of Arizona, the Arizona Board of Regents, and the student worker's department. In addition, student workers are subject to the Student Code of Conduct in their capacity as students of the University of Arizona. Any department may establish additional rules for its student workers which are considered necessary for effective operation of that unit. Failure to meet performance expectations may result in termination of student employment.

Inappropriate behavior includes, but shall not be limited to:

### Absence

1. Absence without legitimate excuse and/or failure to follow departmental notification procedures.
2. Chronic or repeated absenteeism resulting in failure to perform assigned duties or impairment

of the operation of the work unit.

3. Repeated tardiness without legitimate excuse and/or failure to follow departmental notification procedures.

## **Appearance**

Failure to maintain appropriate personal appearance or dress, including uniform or style of dress, according to departmental standards.

## **Conduct**

1. Discourtesy toward others (i.e., failure to work harmoniously with co-workers or serve the public with courtesy).
2. Gambling while at work.
3. Hindering or limiting normal operations or interfering with another employee's work.
4. Illegal conduct or conduct damaging to the University's public relations.
5. Incompetency, neglect of duty, or unsatisfactory performance of assigned job duties.
6. Failure or refusal to comply with a supervisor's or responsible administrator's instructions, unless the instructions are illegal or endanger health or safety.
7. Committing or threatening to commit physical or verbal abuse of others.
8. Refusal to obey the normal or emergency instructions of law enforcement officials or other proper authorities or responsible administrators.
9. Smoking on campus.
10. Sleeping on duty.
11. Unlawful or unauthorized use, carrying or possession of firearms, explosives, or other potentially dangerous weapons on University property.

## **Property**

1. Carelessness or inattention to duty resulting in injury to property or person(s).
2. Failure to maintain prescribed records.
3. Concealing, falsifying, altering, misusing, or removing records.
4. Theft of property.
5. Unauthorized or unapproved use of University vehicles.
6. Misuse or negligent use of University property and/or resources, including, but not limited to, employees, facilities, mail, supplies, equipment, vehicles, computers, email or telephones.
7. Misappropriation of University property or the property of other employees.

## **Rules and Regulations**

1. Failure to follow prescribed rules, regulations, policies, or procedures of the Arizona Board of Regents, University, and/or department.
2. Violations of the Nondiscrimination and Anti-Harassment Policy [3].
3. Violation of safety rules or common safety practices.

## **Substance Abuse**

1. Consuming alcoholic beverages or being under the influence of alcoholic beverages while on duty.
2. While on duty, distribution of narcotics or controlled substances, or possession or use of narcotics or any controlled substance(s) not prescribed for the employee by a physician, or being under the influence of narcotics or any controlled substance(s) not prescribed for the employee by a physician.

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**Source URL:** <https://policy.arizona.edu/employmenthuman-resources/student-worker-rules-conduct>

**Links**

[1] <mailto:hresolutions@email.arizona.edu>

[2] <https://grad.arizona.edu/funding/ga>

[3] <https://policy.arizona.edu/human-resources/nondiscrimination-and-anti-harassment-policy>