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|  | <b>U.S. DEPARTMENT OF THE INTERIOR<br/>OFFICE OF SURFACE MINING<br/>RECLAMATION AND ENFORCEMENT</b><br><br><b>DIRECTIVES<br/>SYSTEM</b> | <b>Subject Code:</b><br><b>PER-21</b>                |
|   |   | <b>Transmittal Number:</b><br>971                    |
|   |   | <b>Date:</b><br><b>FEB -2 2012</b>                   |
| <b>Subject:</b> Discipline and Adverse Actions                                    |   |  |
| <b>Approval:</b> Joseph G. Pizarchik  |   | <i>Joseph G. Pizarchik</i><br><b>Title:</b> Director |
| <b>CHANGE NOTICE-RESCISSION</b>   |   |  |

1. **Purpose.** The purpose of this Change Notice is to rescind Directive PER-21, Transmittal number 421, Discipline and Adverse Actions. The Department Manual Chapter on Discipline and Adverse Actions, 370 DM 752, has been updated. As stated in this updated policy, bureaus/offices will not issue supplemental disciplinary policy, except where otherwise prescribed in this chapter. Bureaus/offices may issue supplemental implementing guidance as needed. Therefore, PER-21 is obsolete and is now rescinded.

2. **Summary of Changes.** PER-21 has been entirely replaced by 370 DM 752. The following directive is hereby rescinded because any subject guidance provided is readily available through the Department Manual 370 DM 752. Department Manual 370 DM 752 at [http://elips.doi.gov/app\\_dm/act\\_getfiles.cfm?relnum=3738](http://elips.doi.gov/app_dm/act_getfiles.cfm?relnum=3738).

3. **Effects on Other Documents.** This rescission notice applies to all previous editions of Directive PER-21.

4. **Effective Date.** Upon issuance

5. **Distribution.** By electronic format

**Contact:** Division of Finance and Administration