

U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT

**ICE Directive 30012.2: Disciplinary and Adverse Action**

**Issue Date:** December 3, 2019

**Superseded:** ICE Directive 30012.1, *Policy on Discipline and Adverse Action Operating Procedures* (January 24, 2007); *Delegations of Authority for Conduct and Performance Matters*, (September 9, 2003)

**Federal Enterprise Architecture Number:** 306-112-002b

- 1. Purpose/Background.** U.S. Immigration and Customs Enforcement (ICE) employees are required to abide by standards of conduct that promote integrity and professionalism, conform to established ethical principles, further the mission of ICE, and advance efficiency within the Federal Government in a manner that merits the respect of the public we serve.<sup>1</sup> When those standards of conduct are not upheld, ICE employees may be subject to disciplinary or adverse action. This Directive sets forth procedural guidance for administering disciplinary and adverse action and establishes the Adverse Action Panel (AAP). It applies to all ICE employees, except for personnel within the Office of the Principal Legal Advisor (OPLA).<sup>2</sup>

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**U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT**

APPENDIX A

**TABLE OF PROPOSING AND DECIDING  
AUTHORITY FOR DISCIPLINARY AND ADVERSE  
ACTION**

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Table of Proposing and Deciding Authority for Disciplinary and Adverse Actions

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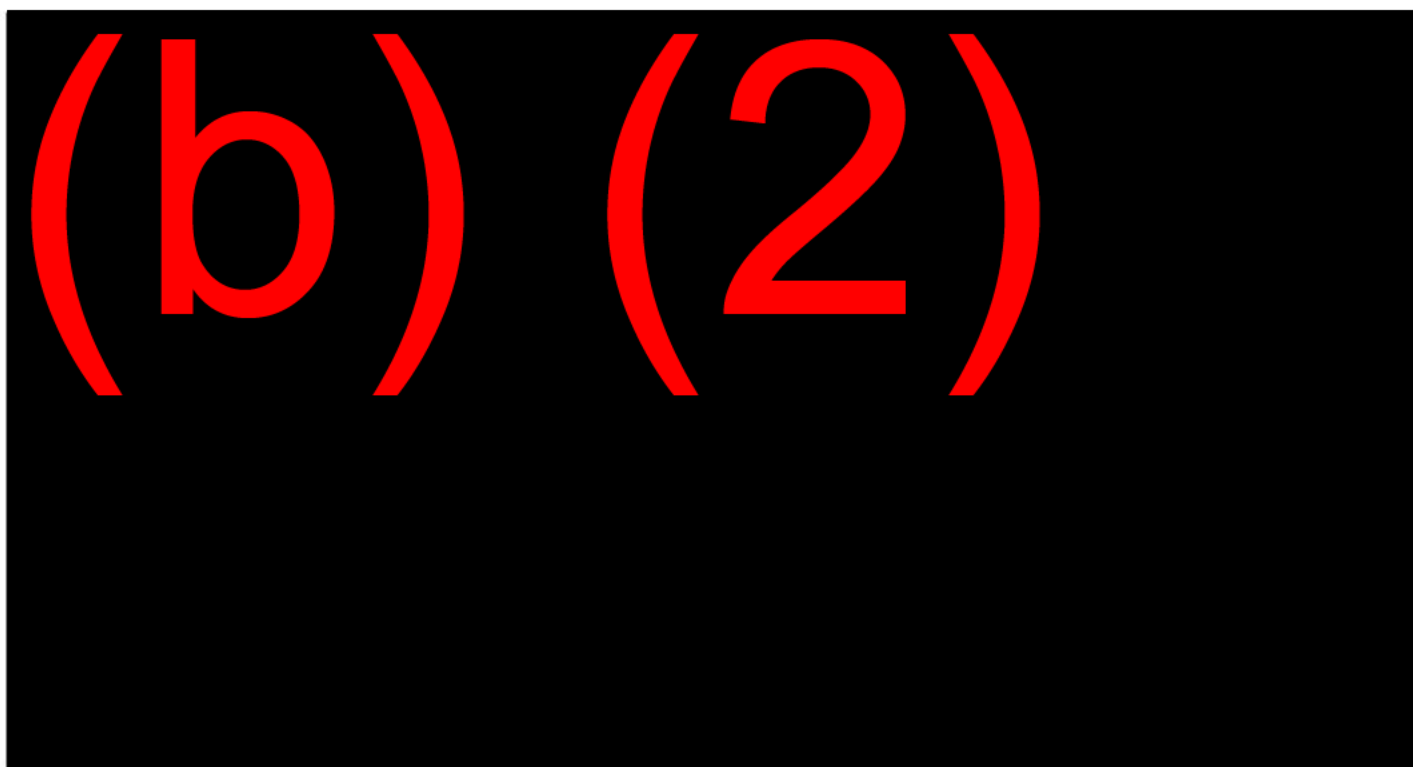
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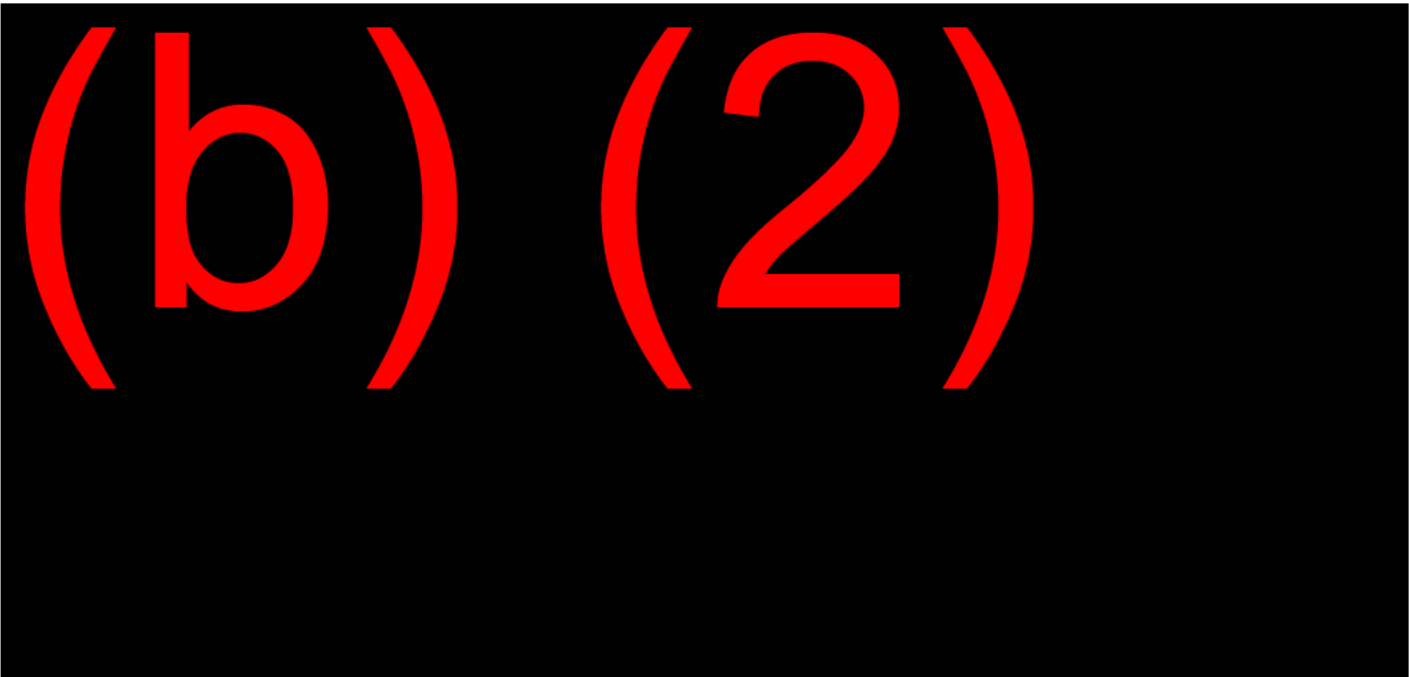


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