Summary Dismissal - P&S

Effective: Policy moved to Policy Library from P&S Handbook 3.10, 3.16
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Contact: University Human Resources (UHR)

Introduction

The P&S Summary Dismissal policy allows a supervisor to engage and implement involuntary termination proceedings when appropriate, while also assuring due process for the employee.

Policy Statement

Summary dismissal is appropriate and the process for the dismissal may begin immediately, if, due to the serious nature of, and/or the professional consequences stemming from, unacceptable behavior or conduct (on or off the job) as determined through administrative review, the employee is unable to meet the working conditions of his/her employment. Termination of employment by summary dismissal is a serious action that will result following an investigation and impartial review that establishes grounds for dismissal.

An employee facing summary dismissal shall have the right to appeal the decision asserting that the decision was not supported by substantial evidence, that the sanction was arbitrary or capricious, or that a violation of the Summary Dismissal Policy or procedures occurred. If the employee believes the dismissal decision was due to discrimination, the employee may utilize the complaint procedures as defined in the Discrimination and Harassment policy.

Resources

Links

- University Human Resources (UHR)
- Office of Equal Opportunity
- Ombuds Office
- Professional and Scientific Council
- Non-Retaliation Against Persons Reporting Misconduct

Files

- Summary Dismissal-Request Procedures, Professional and Scientific [DOCX]
- Summary Dismissal-Decision Appeal Procedures, Professional and Scientific [DOCX]