

# 1 **Summary Dismissal - P&S**

2 Effective: Policy moved to Policy Library from P&S Handbook 3.10, 3.16

3 Updated/Revised: December 1, 2013

4 Contact: [University Human Resources \(UHR\)](#)

## 5 **Introduction**

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

## 8 **Policy Statement**

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

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

## 20 **Resources**

### 21 **Links**

- 22 • [P&S Procedures for Requesting and Approving Summary Dismissal](#)
- 23 • [P&S Procedures for Appealing a Summary Dismissal Decision](#)
- 24 • [University Human Resources \(UHR\)](#)
- 25 • [Office of Equal Opportunity](#)
- 26 • [Ombuds Office](#)
- 27 • [Professional and Scientific Council](#)
- 28 • [Non-Retaliation Against Persons Reporting Misconduct](#)

29