

**POLICY: 6Hx28:3E-05.1**



Responsible Official:  
Vice President, Human Resources and  
Diversity

Specific Authority: 1001.64, F.S.  
Law Implemented: 1001.64, F.S.

Effective Date: 11-18-1992

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## **Reasons for Dismissal**

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### **Policy Statement:**

- A. Career service employees constitute "at will" employees as defined by the law of Florida and may be recommended for dismissal for reasons which may include, but are not limited to, the following:
1. Excessive tardiness, excessive absenteeism, and unexcused absenteeism
  2. Falsification of official records
  3. Inability to work cooperatively with co-workers
  4. Insubordination or failure to follow supervisory directions
  5. Violation of college policies
  6. Insufficiency of productivity or quality work on the job
  7. Defacement or unauthorized removal of college property
  8. Possession of alcohol, illegal drugs, or weapons on college property
  9. Disruptive behavior, including abusive or profane language, fighting, harassing or coercing other employees, students, or guests of the College
  10. Failure to handle personal financial obligations so that the College will not become involved
  11. Conduct on or off campus which adversely affects the operation of the College or the image of the College in the community

- B. Recommendations for dismissal will include written documentation and will be initiated by the supervisor. Dismissal of an employee will be approved by the president or a designee.
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**Procedures:**

None.

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**Related Documents/Policies:**

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**Policy History:**

Adopted 1-19-83; Amended 11-18-92; Formerly 6Hx28:9-10; Formerly 6Hx28:09-11

Policy Repealed - 09-24-2014