

Involuntary Termination and Discipline Policy



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INVOLUNTARY TERMINATION AND DISCIPLINE

An employee may be terminated involuntarily for reasons that may include poor performance, misconduct, or other violations of {name of ministry} rules, guidelines, policies, and procedures. {name of ministry} reserves the right to discharge or demote any employee with or without cause.

Any violation of {name of ministry} policies or improper behavior or conduct may warrant disciplinary action. Although the employment relationship may be terminated at will by the employee or {name of ministry} without following any formal system of discipline or warnings, {name of ministry} may exercise its discretion to implement discipline short of termination to give employees advance notice of problems with their conduct or performance in order to correct any problems.

It must be remembered that the employment relationship is based on the mutual consent of the employee and {name of ministry}. Accordingly, either the employee or {name of ministry} can terminate the employment relationship at will, with or without cause or advance notice, at any time.

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