

## BOARD POLICY

405.6

### TERMINATION OF EMPLOYMENT AND ELIGIBILITY FOR REHIRE

**Deleted:** AT THE UNIVERSITY OF ARKANSAS\*

An employee who has been dismissed for cause, as defined below, or who has been designated by their campus or division as not eligible for re-hire shall not be eligible for re-employment within any of the University of Arkansas System's campuses, units or divisions.

For the purpose of this policy, "cause" is limited to acts of gross or willful misconduct, including but not limited to the following: (1) professional dishonesty; (2) discrimination, including harassment or retaliation, prohibited by law or university policy; (3) unethical conduct related to the individual's position with the University; (4) misuse of position or authority to exploit others; (5) theft or intentional misuse of property; (6) threats or acts of violence or retaliatory conduct; or (7) violation of University policy, or state or federal law, substantially related to performance of the individual's responsibilities or fitness to serve the University.

Any exception to this policy will require the approval of the President.

May 23, 2013