



★ May occur any time at request of employee

- ★ Serious problem examples:
 - actions that harm or potentially harm client, coworker or agency
 - FWA
 - insubordination
 - failure to perform essential job duties
 - safety violations
 - policy violations

- ★ Potential grounds for immediate termination:
 - gross misconduct
 - data privacy violation that was intentional or due to gross negligence
 - illegal or unlawful behavior at work
 - intentional failure to report, or effort to cover up known maltreatment by self or others
 - intentional fraud, attempt to fraud, or fraud due to gross negligence
 - intentional maltreatment of an adult or child or maltreatment that was result of gross negligence
 - sexual harassment that is intentional or occurs or is repeated after it has been identified as such
 - failure to correct a problem when it has been previously identified, and necessary supports, training, or resolution of other barriers or obstacles to meeting expectations have been resolved
 - individual provided false or inaccurate credentials or qualifications in employment application
 - other disqualifying offense at out outside of work
 - inability to meet expectations that cannot be accommodated

Immediate termination may occur for gross misconduct, or with agency discretion during orientation/probationary period on grounds that inability to meet expectations that cannot be accommodated.