

Serious Misconduct

If dismissal is for serious misconduct, the employee may be dismissed immediately and no notice or payment in lieu of notice is required. Payment of wages to the employee is only required up to the moment of dismissal. This is a non-exhaustive definition of serious misconduct which includes:

- Willful or deliberate behavior by an employee that is inconsistent with the continuation of employment
- Conduct that causes imminent and serious risk to:
 - Health or safety of a person; or
 - The reputation, viability or profitability of the UWG operations
- The employee, in the course of the his employment, engaging in:
 - Theft; fraud; or assault
 - The employee being intoxicated at work (defined as where the employee's faculties are, through intoxicating liquor or unprescribed drugs, so impaired that he or she is unfit to be entrusted with any duty he or she may be required perform)
 - An employee refusing to carry out a lawful and reasonable instruction

If serious misconduct is the cause of the dismissal, the employee will be given the reason for the dismissal and be given a chance to explain his conduct prior to the supervisor making the decision to dismiss him/her. Dismissal actions must be approved by Human Resources.

SOURCE: [UWG Employee Handbook, 2015](#)
[Employee Performance and Conduct](#)
[Serious Misconduct](#)