

Appendix C

Gross misconduct

Some acts or omissions are so serious in themselves that they may justify dismissal without notice for a first offence. Where an action or omission is so serious or has resulted in a fundamental breakdown of trust and confidence in the employee to the extent that the employment relationship has broken down, dismissal on the grounds of gross misconduct may result.

Examples of gross misconduct may include:

- stealing from members of staff, students or the public; (*refer to Fraud Policy/Financial Regulations)
- dishonesty;
- gross negligence;
- sexual misconduct at work;
- fighting, physical assault;
- falsification of a qualification which is a stated requirement of the employment or which results in a financial gain; *
- deliberate damage to or serious misuse of the University's property;
- being under the influence of alcohol or drugs at work;
- falsification of records or claims for personal gain;*
- downloading, viewing and/or sharing offensive and/or illegal materials from the internet or other sources;
- Bringing the University into serious disrepute;
- Serious breaches of Health and Safety.

This list is neither exclusive nor exhaustive. Other acts of misconduct may come within the general definition of gross misconduct.