

Florida Atlantic University

adversely affects the employee's ability to perform assigned duties, or the University's ability to carry out its mission and purposes.

c. Proof of Misconduct – Whether the alleged offense has been investigated objectively and the investigation has established a reasonable belief that the University's standards of

of an absence or obtaining leave based upon a misrepresentation or falsification. Includes unauthorized absence from the work area;

(f) Loafing - Continued and deliberate idleness during working hours which results in the employee's failure to perform assigned duties;

(g) Sleeping on duty;

(h) Falsification of records - The willful and deliberate misrepresentation, falsification or



(qq) Failure or refusal to cooperate in or interference with an internal investigation. All employees are required to fully and candidly cooperate with University or University sanctioned investigations and may not interfere in the process.

(5) Suspensions and Terminations. The appointment of an employee may be suspended or terminated for cause. Employees shall be given written notice of the proposed suspension or termination. The notice shall state the reason for the suspension or termination. During the period following notice, the employee may be reassigned at the discretion of the President, Provost or Vice President to whom the employee reports or their designee, or be placed on Administrative Leave with Pay. Written notice shall also be given upon a determination of final action.

(6) Administrative Leave pending investigation. The President, Provost or Vice President to whom the employee reports, or designee, may immediately suspend an employee from the performance of duties with or without pay when the employee is under investigation by the University for violation of the University's Standards of Conduct, or when there is reason to believe that the employee's presence on the job would adversely affect the functioning of the employee's office or the University, or jeopardize the safety or welfare of other employees, colleagues, or students. Administrative Leave may be with or without pay, pending final