

**25 NCAC 01J .0608      DISMISSAL FOR PERSONAL CONDUCT**

- (a) Employees may be dismissed for a current incident of unacceptable personal conduct, without any prior disciplinary action.
- (b) Prior to dismissal of a career employee on the basis of unacceptable personal conduct, there shall be a pre-dismissal conference between the employee and the person recommending dismissal. This conference shall be held in accordance with the provisions of 25 NCAC 1J .0613.
- (c) Dismissals for unacceptable personal conduct require written notification to the employee. Such notification must include specific reasons for the dismissal and notice of the employee's right of appeal.
- (d) Failure to give specific written reasons for the dismissal, failure to give written notice of applicable appeal rights, or failure to conduct a pre-dismissal conference constitute procedural violations with remedies as provided for in 25 NCAC 1B .0432. Time limits for filing a grievance do not start until the employee receives written notice of any applicable appeal rights.

*History Note:*      *Authority G.S. 126-1A; 126-4; 126-35;*  
*Eff. February 1, 1976;*  
*Amended Eff. October 1, 1995; March 1, 1994; July 1, 1989; August 1, 1985;*  
*Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20,*  
*2016.*