

INELIGIBILITY FOR REEMPLOYMENT OR PROFESSIONAL AFFILIATION

SCOPE

[This policy applies to all University employees, including student workers, and to all Designated Campus Colleagues \(DCCs\).](#)

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POLICY

The University of Arizona is committed to creating an effective, safe, and secure environment for those who live, learn, and work here. Toward that end, the University may exclude from future employment [or ~~DCC~~ professional affiliation relationship](#) former employees [or ~~DCCs~~ Designated Campus Colleagues \(DCC\)](#) whose separation from the University occurred under any of the following circumstances:

1. Termination [of employment or DCC relationship](#) as a result of a University or Arizona Board of Regents (ABOR) policy violation; or
2. Resignation, ~~or~~ retirement, [or voluntary ending termination of a DCC relationship](#) in lieu of [involuntary](#) termination as a result of a University or ABOR policy violation; or
3. Resignation, ~~or~~ retirement, [or voluntary ending termination of a DCC relationship](#) when consideration of termination is pending as a result of a University or ABOR policy violation; or
4. Separation during the course of an investigation of a University or ABOR policy violation.

Additionally, the University may exclude from future employment [or DCC relationship](#) a former employees [or DCC](#) whose separation from the University occurred for any reason [when-if](#) the University discovers after the [employee's-individual's](#) separation that the former employee [or DCC](#) violated a University or ABOR policy.

COMPLIANCE AND RESPONSIBILITIES

Notification and Review Process

On behalf of the University, the Vice President for Business Affairs and Human Resources (VPHR) will notify the former employee [or DCC](#) in writing within thirty (30) business days after the [employee's-individual's](#) separation

from ~~employment~~ the University (or thirty [30] business days after the University's post-separation discovery of a policy violation) that ~~she/he~~ the individual will be ineligible for reemployment or future engagement in a DCC relationship at the University. The former employee or DCC may seek a review of her/his ineligibility for reemployment/DCC relationship from the VPHR in writing within ten (10) business days after receipt of the VPHR's notification. The former employee's request for review must include all information she/he wishes the VPHR to consider in seeking to reverse the ~~ineligibility for reemployment~~ decision. The University will notify the former employee or DCC in writing of its final determination on the ~~former employee's~~ individual's ineligibility for reemployment/DCC relationship within thirty (30) business days after receipt of ~~her/his~~ the individual's request for review. This determination will not be subject to further administrative review.

REVISION HISTORY*

Revised ~~July 2013~~ November 2017 March 2018