Scope

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

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 professional affiliation former employees or Designated Campus Colleagues (DCCs) 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, retirement or voluntary termination of a DCC relationship in lieu of involuntary
termination as a result of a University or ABOR policy violation; or
3. Resignation, retirement, or voluntary 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
employee or DCC whose separation from the University occurred for any reason if the University
discovers after the 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 & Chief Human Resources Officer (CHRO) will notify
the former employee or DCC in writing within thirty (30) business days after the individual's
separation from the University (or thirty [30] business days after the University’s post-separation
discovery of a policy violation) that 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 their ineligibility for reemployment/DCC relationship from the CHRO in writing within ten
(10) business days after receipt of the CHRO’s notification. The former employee’s/DCC’s request for
review must include all information they wish the CHRO to consider in seeking to reverse the
decision. The University will notify the former employee or DCC in writing of its final determination
on the individual’s ineligibility for reemployment/DCC relationship within thirty (30) business days
after receipt of the individual’s request for review. This determination will not be subject to further
administrative review.

**Revision History***

12/01/2023: Updated responsible unit email address.
10/04/2023: Updated to reflect gender neutral pronouns.
02/12/2020: Non-substantive title updates.
10/2018: Revised to include DCCs.
07/2013: Policy revised.

**Source**

**URL:** https://policy.arizona.edu/employment-human-resources/ineligibility-reemployment-or-professio
nal-affiliation

**Links**

[1] mailto:hradmin@email.arizona.edu