



## REGULATION: FGCU-PR5.020

*Effective Date  
of Regulation*

### Appeal of Disciplinary Actions

01/08/2019

#### A. PURPOSE

1. Florida Gulf Coast University (FGCU) encourages a pro-active, collegial work environment in which an employee has the opportunity to discuss and resolve work-related concerns and is committed to fair and equitable treatment for all staff. In those cases where an employee has an unresolved dispute concerning the employee's terms or conditions of employment, FGCU encourages that such disputes be addressed through the Employee Relations Unit of Human Resources. Additionally, FGCU has established a process to address the fair, orderly, and prompt appeal of disciplinary actions imposed under Regulation FGCU-PR5.016, Disciplinary Actions. The purpose of this Regulation is to allow for the consideration and resolution of employment disputes related to a disciplinary action(s) imposed on out-of-unit faculty, and administrative and professional (A&P) or support personnel (SP) employees, not governed by a collective bargaining agreement.
2. Open communication and informal resolution between the employee and supervisor are encouraged in order to avoid the necessity for a formal appeal.
3. Any claim arising out of or relating to the imposition of disciplinary actions will be addressed in accordance with the procedure set out in the Appeal of Disciplinary Action Policy.
4. Any decision made as a result of the appeal process shall apply only to the individual who submitted the appeal, based on the specific unique facts of the matter, and shall not serve as a precedent for future matters.

*Action by Florida Gulf Coast University Board of Trustees  
Approved 01/08/2019*

*Specific Authority  
Section 1001.706, Florida Statutes  
Board of Governors Regulation 1.001(5)(a)*

*History of Regulation  
New 01/15/08; Amended 10/21/08, 01/18/11, 06/19/12, 04/21/15, 01/08/19*

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