



Termination

SEC recognizes that people are one of the SEC's most valuable resources. However, from time to time, unacceptable performance or behaviour can develop and persist.

Depending upon the severity of the unacceptable performance, termination of employment may need to occur.

An individual's employment contract may be terminated, with "cause" defined as a legally sufficient reason to terminate an individual's employment contract without notice, or with notice pursuant to *The Employment Standards Code*.

Termination without "cause" may also be executed.

Termination of an employment contract shall be made only by the Director/Principal.

The attached procedure outlines approvals, notice periods and exceptions.

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