



## Department of Shared Administrative Services Office of Personnel Management

**Policy Title:** Discharge, Dismissal, and Disqualification

**Policy Number:** 62

**Authority:** Ark. Code Ann. § 21-12-102; § 21-12-103; § 25-16-1104

**Effective Date:** September 15, 2021

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State agencies have the right to discharge, dismiss, or disqualify employment pursuant, but not limited, to the following scenarios:

### Discharge for Falsifying Employment Application

Any state employee who falsified their employment application by alleging to have earned a college degree which was not earned shall be immediately terminated from employment with the state.

### Dismissal for Prohibited Discrimination

When it is determined by any court of law that a state employee is guilty of discrimination based upon race, creed, religion, national origin, sex, or gender, such determination is grounds for immediate termination.

### Forfeiture and Disqualification

A state employee must forfeit employment, and be disqualified and barred from holding an office, position, or employment in a governmental body, if the employee pleads guilty or nolo contendere to or is found guilty of

1. A felony related to the employee's position;
2. A misdemeanor involving fraud, dishonesty, bribery, forgery, or other form of corruption relating to the employee's position; or
3. Theft of property when the victim is the employee's agency.

The employee may hold public office after being removed if the offense is expunged and permitted under law.