



Battle Town Council



Appendix B

DISCIPLINARY PROCEDURE

EXAMPLES OF GROSS MISCONDUCT

Examples of actions likely to be treated as gross misconduct include, but are not limited to, the following;

- a) Theft, fraud, deliberate falsification of records
- b) Arson
- c) Corrupt practices
- d) Submission of false references/information or failure to disclose relevant information when requested in connection with an application for appointment with the Council
- e) Disorderly or indecent conduct, fighting at work or threatening physical violence
- f) Drunkenness or use of illegal drugs on duty
- g) Misuse of the Council's property, time or name
- h) Bringing the Council into serious disrepute
- i) Deliberate damage to Council property or that of other agencies or employees
- j) Persistent or substantial failure to follow Council documentary procedures
- k) Breaking statutory provisions which would render the Council or its employees liable to prosecution
- l) Serious breach of health and safety rules
- m) Serious breach of confidence/confidential information
- n) Serious or persistent acts of harassment and/or bullying
- o) Incitement to discriminate or actual acts of discrimination in contravention of the Council's Equal Opportunities Policy

Adopted: 2017

Reviewed: Nov 2019

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