



UNIVERSITY OF CENTRAL OKLAHOMA

Policy ID: ADM-EMP-12 Minor Revision5

Title: Medical Termination

Description: Employees unable to perform their assigned tasks (with or without accommodation) due to their disabilities.

Category: Human Resources

Applies to: staff, faculty, student

Contact: [Human Resources](#)

Purpose: Employees who are unable to perform essential duties may be terminated.

Policy Statement: Employees who are unable to fully perform their essential assigned job duties – with or without accommodation – and are not likely to perform their duties at a later time due to disabilities or other medical conditions, may be terminated. Employees terminated under this policy are eligible for reinstatement procedures as set out in the Reinstatement Policy.

Glossary of Terms:

Legal

Citation:

Campus

Links:

FAQs:

**Formerly
known as:**

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