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Open

THE CHURCH OF
JESUS CHRIST
OF LATTER-DAY SAINTS

LAS VEGAS NEVADA WARM SPRINGS STAKE

Chad Michael Hardy

July 6, 2008

Brother Chad Michael Hardy:

The stake presidency is considering formal disciplinary action in your behalf, including the possibility of disfellowship or excommunication, because you are reported to have participated in conduct unbecoming a member of the Church.

You are invited to attend this disciplinary council to give your response and, if you wish, to provide witnesses and other evidence in your behalf. Please note that any invited witnesses must be members of the Church. *It is important for you to attend, that you are able to express fully your own thoughts and feelings.*

The disciplinary council will be held on Sunday July 13th, 2008 at 3:00 p.m. at the Las Vegas Nevada Warm Springs Stake Center, located at 7670 South Bruce—on the corner of Robindale and Bruce between Eastern and Spencer—in Las Vegas.

Please contact me at (702) _____ should you require any additional information or have questions.

Respectfully,

Frank E. Davie
Stake President

Burnley Borough Council
Appropriate Service Unit
Town Hall, Manchester Road
Burnley, Lancashire, BB11 1JA
Tel: 01282 425011 Fax: 01282 438772

Private & Confidential

Our Ref
Your ref
Date

Dear

Confirmation of Dismissal

I wrote to you on _____ confirming your final written warning, in accordance with the Council's Disciplinary Procedure. In that letter you were warned that if your conduct/capability/performance did not improve, you were likely to be dismissed.

At the disciplinary hearing held on _____ it was decided that your conduct/capability/performance in relation to this was still unsatisfactory and therefore you should be dismissed.

I am writing to confirm the decision that you be dismissed, in accordance with the Council's Disciplinary Procedure, and that your last day of service with the Authority will be _____.

The reason(s) for your dismissal (state): _____

You have the right to appeal against this decision. If you wish to do so, you should write to the People and Development Manager Town Hall within 10 working days of the

ROCKETLAWYER Sample

Eric Price
29 Acacia Road
London
IG76JP

26 August 2013

Dear Eric Price,

Suspension pending disciplinary investigation

I am writing to confirm that, with effect from the _____, you are suspended from duties pending disciplinary investigation. We will be in touch with you again shortly concerning the nature of the allegation(s).

Your suspension is not disciplinary action and does not indicate that we assume that you are guilty of the alleged conduct. Your ongoing suspension will be kept under review and we will keep the suspension as brief as is reasonably practicable.

During your suspension:

- you will continue to receive your normal salary and benefits, except for any payments or benefits that depend on you being physically present at work or performing services;
- your employment will continue and you must comply with your terms and conditions of employment (except the duty to attend work);
- you must co-operate in our investigations and, if requested, attend investigatory interviews or disciplinary hearings;
- your work email account and communication systems may be suspended and you may not be able to access your emails;
- you must not contact any of our employees or other staff or any customers or prospective customers, unless authorised by _____; and
- you are not required to perform duties unless instructed to do by _____ and you should not attend any premises of Rocket Lawyer or of any associated employer but must remain available to answer any work-related queries.

A copy of our Disciplinary Policy and Procedure is enclosed and you should read it carefully. Following our investigation, if we believe there is a case to answer, we shall write to you to confirm that a disciplinary hearing will be held and the details of the allegations. You will be provided with the evidence that we will rely on and will have the opportunity to respond to the allegations at the hearing, in accordance with the Disciplinary Policy and Procedure. Otherwise, if there is no case to answer then we will write to confirm that your suspension is at end without further action.

If you are aware of documents, witnesses or information relevant to the investigation or allegation(s) please let me know as soon as possible. If you believe that you need access to the premises or computer system to identify relevant evidence please let me know as we may agree to arrange this under supervision. If you have any queries about this matter or the terms of your suspension please feel free to contact me.



DISCIPLINARY LETTER

Date: June 28, 2019

To:
[ATTN]
[ADDRESS]
[POSTAL CODE]
[COUNTRY]

Subject: Letter Inviting to Disciplinary Meeting

To Whom It May Concern / Dear Mr., Mrs.,

Outcome of Investigation – Disciplinary Meeting

I have now completed, as far as possible, my investigation Report and enclose a copy. You will see that I have recommended that you be subject to a formal disciplinary meeting. The investigation Report sets out the allegations in detail (including, where relevant, dates of the alleged incidents), together with all supporting evidence.

You are therefore required to attend a formal disciplinary meeting on [DATE] at [TIME] at [VENUE].

For the purposes of the disciplinary policy and procedures, the Disciplinary Manager conducting the disciplinary meeting is [the Headteacher] [the Chair of Governors] [a non-staff Governor nominated by the Chair of Governors, being INSERT NAME] [the Governors' Disciplinary Panel] which will comprise INSERT NAMES).

I will be presenting the report to the disciplinary meeting and you will have an opportunity to make any representations you wish in relation to those allegations.

[You should note that the allegations, if proven, are sufficiently serious, either alone or taken together with other warnings or matters, to warrant the termination of your employment].

You may be accompanied by an accredited trade union representative or willing work colleague on the proviso that they do not answer questions for you, and that you notify me of their identity by at least the working day before the meeting.



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