



Constructive dismissal policy template

Welcome to our organization! We are excited to have you join our team. As part of our commitment to providing a positive work environment, we have developed a Constructive Dismissal Policy to ensure that all employees are treated fairly and respectfully.

What is Constructive Dismissal?

Constructive dismissal occurs when an employer makes significant changes to an employee's job or working conditions without their agreement, leading the employee to feel compelled to resign. This can include changes to duties, pay, or working hours.

Our Commitment to You

We are committed to providing a supportive and inclusive work environment for all employees. If you believe that you are experiencing constructive dismissal, we encourage you to raise your concerns with us so that we can address them promptly and effectively.

How to Report Concerns

If you have concerns about constructive dismissal, please follow our internal reporting procedures outlined in our Employee Handbook. You can also reach out to HR directly for assistance.

Resources for Employees

For more information on constructive dismissal and your rights as an employee, we recommend consulting official sources such as the Department of Labor's website (<https://www.dol.gov/>) or the Equal Employment Opportunity Commission (<https://www.eeoc.gov/>).

We are here to support you throughout your employment with us. If you have any questions or concerns about constructive dismissal or any other workplace issue, please do not hesitate to reach out to us. We are here to help.