

**Department of Finance and Administration  
Office of Personnel Management**

Policy Title: **Discharge, Dismissal, and Disqualification**      Policy Number: **62**

Authority: **Ark. Code Ann. §§ 21-12-102 through 103; 21-3-205; and 25-16-1104**

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State agencies have the right to discharge, dismiss, or disqualify employment in certain instances.

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

Every state agency shall include in its personnel manual a statement that discrimination by any officer or employee based on race, creed, religion, national origin, sex, or gender shall constitute grounds for dismissal.

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 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.