



XAVIER UNIVERSITY

Employee Conduct Policy

Effective: April 30, 2008

Last Updated: November 10, 2025

Last Review: November 10, 2025

Responsible University Office: Human Resources

Responsible Executive: Vice President for Human Resources, CHRO

Policy Number & Name: Employee Conduct Policy

Scope: All University Employees

A. REASON FOR POLICY

Xavier University expects high standards of performance and conduct from its employees. Therefore, policies and rules have been established as guidelines for employee conduct. It is the responsibility of all supervisory employees to (a) have full knowledge of the organization's policies, rules and procedures; (b) ensure their employees have an understanding of the conduct expectation and rules; and (c) respond to violations of employee conduct guidelines in an appropriate, consistent and impartial manner in keeping with the guidelines outlined in this section.

It is impossible to list every single action or situation that will cause disciplinary steps to be taken. Therefore, this policy will reflect the most common situations. It is expected the supervisors will use good judgment in evaluating employee conduct and related violations.

B. POLICY

Violation of any Xavier University policy or rule can subject an employee to disciplinary action as outlined in the Performance Improvement Plan Policy. The following are a few examples of behaviors that may result in disciplinary actions, but this list is not all-inclusive:

- 3 Days' absence without notice
- Discrimination based upon policy or federal/state laws
- Endangerment of others
- Poor or sub-par performance, including excessive absence or tardiness (See the

Absenteeism, Tardiness and Notification Policy)

- Failure of good behavior
- Gross negligence
- Insubordination
- Weapon possession
- Violation of Drug-Free Workplace policy

C. PROCEDURE

Xavier University policy stresses that supervisors' efforts should focus, when appropriate, on preventing serious personnel problems before disciplining employees for misconduct. But whenever disciplinary actions are taken, it is essential that:

1. The supervisor works with the HR Business Partner so that each problem can be thoroughly assessed, so that the facts of the situation are known; and
2. Any action taken shall be primarily corrective and appropriate to the offense.

D. HISTORY

The Employee Conduct Policy was updated with minor changes in December 2025.

E. POLICY REVIEW SCHEDULE

Next Review: To be determined.

Other applicable policies and/or resources: n/a