

Timothy Ford Quoted in SHRM Article “When is an Immediate Firing Justified?”

In some cases, employers should opt for progressive discipline

Grounds for immediate dismissal vary, but violations of certain policies can lead to quick termination from most companies.

Employment lawyer [Timothy Ford](#) frequently advises employers about workplace policy violations, and the steps of a progressive discipline policy, which serves as a system to protect both the employer and the employee. As he explains in the SHRM article, an employee can be suspended during the course of an investigation, which should ideally be completed within several days after the event. There are indeed circumstances to avoid termination of an employee on the spot, even if the employee has seemingly made a dischargeable offense.

To read the full article on SHRM.org, please [click here](#).