



The Diocese of Knoxville
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Living our Roman Catholic faith in East Tennessee

POLICY CONCERNING TERMINATIONS AND REHIRS

The Diocese of Knoxville requires that the Diocesan HR Director and/or Diocesan attorney must approve all employee terminations. This policy ensures that locations are in compliance with all applicable laws therefore, minimizing legal risk and ensuring, where applicable, employees are provided with the opportunity to improve performance. This also ensures that we comply with our Catholic Mutual insurance policy which requires approval through the Diocesan HR Director and legal consultation.

Locations looking to rehire a former employee of the diocese are required to obtain approval from the Diocesan HR Director prior to extending an offer. This policy ensures that any performance issues and concerns are able to be discussed prior to an employee being rehired and thus minimizing risk.

EFFECTIVE MARCH 1, 2023

Promulgated By:



Most Reverend Richard F. Stika
Bishop of Knoxville

3/21/2023
Date

Attested By:



Deacon Sean Smith
Chancellor

3-21-2023
Date

Attested By:



Jennifer L. Mills
Director of Human Resources

3/21/2023
Date