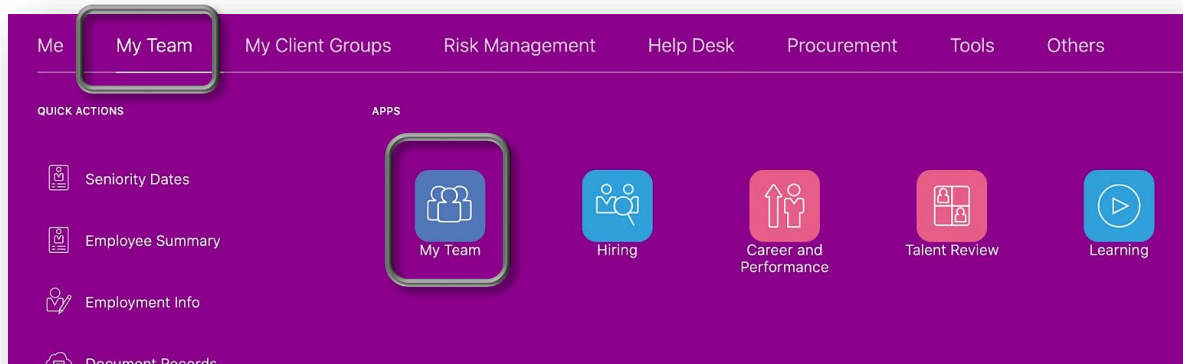
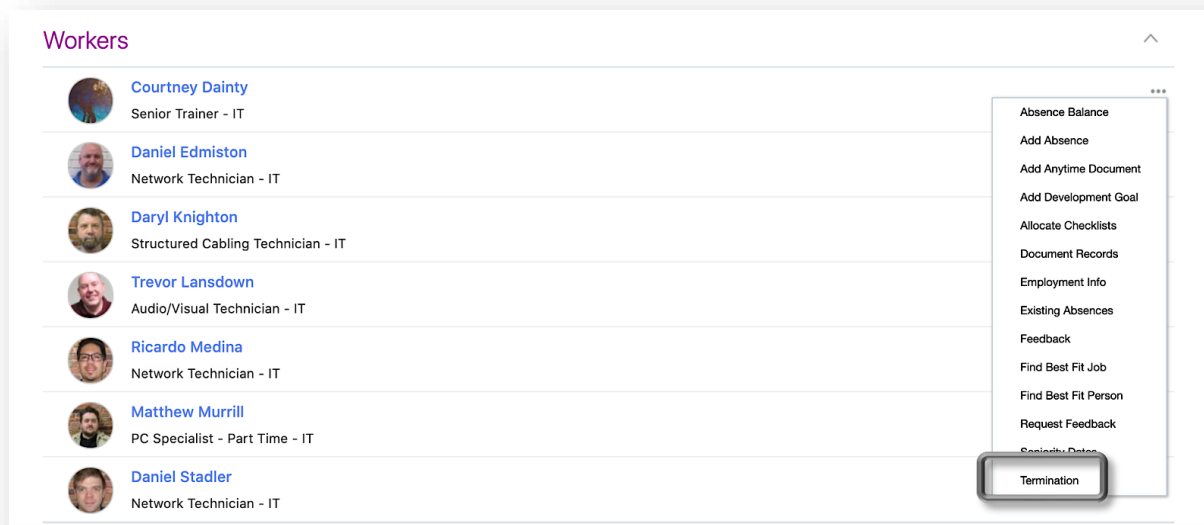


## Terminating an Employee

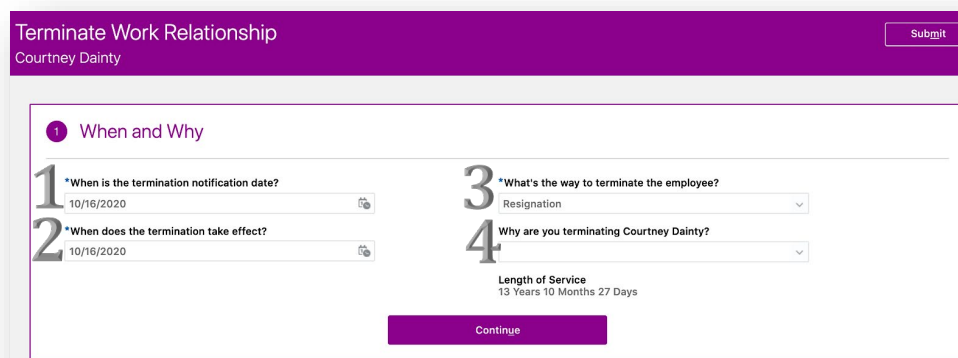
If an employee resigns, is fired, retires, or passes away, you can now process the termination yourself. From **My Team**, select **My Team**.



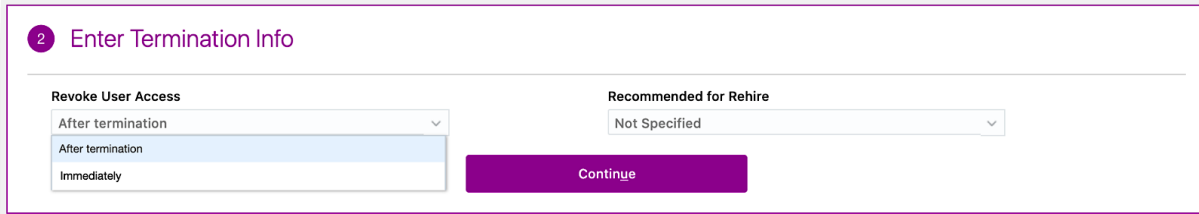
Click the ●●● by the employee you need to terminate and then select **Termination**.



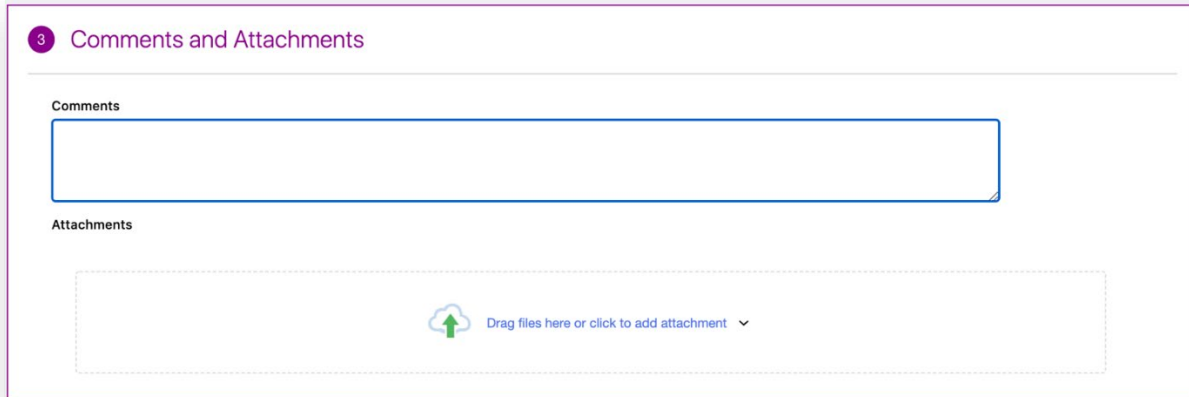
Fill in the **When & Why** section. The **Termination Notification Date** (1 below) and **Termination Effective Date** (2 below) default to the current date but can be changed. In the field where you record “What’s the best way to terminate the employee,” you can select Resignation, Retirement, Termination, Death, etc based upon the reason for this separation. If you want to select a reason (4 below), you can but it isn’t required. When you have entered everything you need here, click **Continue** at the bottom.

A screenshot of a form titled 'Terminate Work Relationship' for 'Courtney Dainty'. The form has a purple header with a 'Submit' button. The main section is titled '1 When and Why'. It contains four numbered fields: 1. '\*When is the termination notification date?' with a date input field showing '10/16/2020'. 2. '\*When does the termination take effect?' with a date input field showing '10/16/2020'. 3. '\*What's the way to terminate the employee?' with a dropdown menu showing 'Resignation'. 4. '\*Why are you terminating Courtney Dainty?' with a dropdown menu. Below these fields, there is a 'Length of Service' section showing '13 Years 10 Months 27 Days'. At the bottom of the form is a purple 'Continue' button.

In the **Enter Termination Info** section, you can select whether to revoke their Oracle access **Immediately** or **After Termination**. Although not required, you can also select if you recommend them for rehire here. Then click **Continue**.



If you have any **Comments** or **Attachments**, you can enter them in the next section.



When you're through, hit **Submit** at the top right.



Human Resources is then notified to approve the termination.

**Before HR can approve the separation, the employee's timecard needs to be Submitted and Approved.**

**Also note:**

- Employees can submit their resignation or retirement themselves in Oracle by going to the **Me** tab, **Personal Information, Employment Info**, select the **Actions** drop down and click on **Resignation**.