



UNIVERSITY OF CENTRAL FLORIDA

Office of the Dean
College of Sciences
12716 Pegasus Dr.
Orlando, FL 32816

Dr. Charles Negy

January 29, 2021

[REDACTED]
[REDACTED]
(sent via certified mail & email)

NOTICE OF TERMINATION

Dear Dr. Negy:

In accordance with Article/Section 16.5 of the 2019-2021 BOT-UFF Collective Bargaining Agreement (CBA), this letter is your notice that the university is terminating your employment for misconduct at the close of business today, January 29, 2021. You have been on paid administrative leave since January 5, 2021; that leave will end at the close of business today, too.

You received a notice from me on January 13, 2021, informing you that the university intended to terminate your employment. The grounds for this personnel action that were listed in my notice to you and that stand today are:

- You repeatedly violated Regulation UCF- 3.001 (Non-Discrimination; Affirmative Action) and UCF Policy 2-004.1 (Prohibition of Discrimination, Harassment and Related Interpersonal Violence) by creating a hostile learning environment for your students through discriminatory harassment. Additionally, your conduct in the classroom violated UCF's Employee Code of Conduct.
- You repeatedly violated UCF Policy 2-700.1 (Reporting Misconduct and Protection from Retaliation) by deterring students from filing complaints about your classroom conduct.
- You violated Regulation UCF-3.001 (Non-Discrimination; Affirmative Action Programs) when you failed to report that a student disclosed to you that she had been sexually assaulted by one of your teaching assistants in February 2014. In addition, instead of directing the victim to appropriate university resources, you discouraged her from reporting the incident and advised her to be more conscientious when choosing her friends.
- You violated UCF Policy 2-700.1 (Reporting Misconduct and Protection from Retaliation) and the UCF Employee Code of Conduct (regarding Honesty and Integrity: Our Guiding Principles) by providing false information during OIE's investigation into your classroom conduct and interactions with students.

Details about each of these grounds may be found in OIE's investigative report, which was sent to you on January 13, 2021, by OIE and as an attachment with the letter of intent to terminate.

Your unacceptable professional conduct, as enumerated above, has resulted in a complete loss of the trust the university must place in its faculty.

You were provided an opportunity, until 9:00 AM on January 25, 2021, to submit a written response regarding the notice I sent to you and/or the findings in OIE's report that pertain to the grounds listed above. The university received the response to the January 13, 2021, notice of intent to terminate your employment via email on January 19, 2021. That response has been carefully reviewed. However, nothing that you have submitted leads the university to conclude that terminating your employment would be erroneous.

Therefore, the university is terminating your employment in accordance with the terms and procedures in the CBA at the close of business today, January 29, 2021. As permitted by the exception found in CBA 16.7, you have not been provided with six months' notice of termination.

You were given the opportunity until Friday, January 15, 2021, to return any UCF property in your control or possession. At this point, any such property that has not been returned is considered stolen and will be treated accordingly henceforth. Any personal belongings that remain in your departmental office will be boxed and made available to you within 30 days.

This disciplinary action is subject to the grievance procedure specified in Article 20 of the CBA.

Sincerely,



Tosha Dupras
Interim Dean, College of Sciences

cc: Personnel File

Michael D. Johnson, Interim Provost and Vice President for Academic Affairs
Florian Jentsch, Chair, Department of Psychology
Youndy C. Cook, Interim Vice President and General Counsel
Sherry G. Andrews, Associate General Counsel and Associate Provost
Rhonda L. Bishop, Vice President for Compliance and Risk
Nancy F. Myers, Director, Office of Institutional Equity
Carl Metzger, Chief, UCF Police
UCF Human Resources - Records