

### Original

Effective September 1, 2006, a retiree or an employee (faculty or staff) who is retirement-eligible when his/her employment terminates, who has engaged or engages in conduct or other activity that RIT determines to be detrimental to RIT, will not be considered to be a “retiree” for benefits purposes and will not be eligible to receive retiree benefits and privileges, effective as soon as administratively practicable on or after the date the determination has been made and communicated to the affected individual. This is the case whether the detrimental action occurs before or after the date the individual’s RIT employment terminated. The individual’s eligibility to receive retirement income from the Basic and Voluntary Retirement Plans is not impacted by this determination.

### Option 1

Effective September 1, 2006, if an employee (faculty or staff) who is retirement-eligible and is terminated for cause, and the reason for the termination is determined to be detrimental to RIT, the employee may not be considered to be a “retiree” for benefits purposes and, if so, will not be eligible to receive retiree benefits and privileges. This same criteria will apply to a retiree (i.e., the person would have been terminated for cause). A committee appointed by the Assistant Vice President-Human Resources (AVP-HR) will review the circumstances of the case and provide counsel to the AVP-HR. The AVP-HR will be solely responsible for determining whether the person will be considered a retiree for benefits purposes. If the AVP-HR determines that the person is not a retiree for benefits purposes, the individual will not be eligible to receive retiree benefits and privileges, effective as soon as administratively practicable on or after the date the determination has been made and communicated to the affected individual. This is the case whether the detrimental action occurs before or after the date the individual’s RIT employment terminated. The individual’s eligibility to receive retirement income from the Basic and Voluntary Retirement Plans is not impacted by this determination.

### Option 2

Effective September 1, 2006, if it is true that:

- an individual is an employee (faculty or staff) of RIT
- the individual is retirement-eligible
- the individual is terminated for cause
- the reason for the termination is determined to be detrimental to RIT

or if:

- the individual is a retiree of RIT
- the individual would have been terminated for cause if still an employee
- the reason for the termination is determined to be detrimental to RIT

then:

- the person may no longer be considered to be eligible to be a “retiree” for benefits purposes
- and, if so, will not receive retiree benefits and privileges effective as soon as administratively practicable on or after the date the determination has been made and communicated to the affected individual whether the detrimental action occurs before or after the date the individual’s RIT employment terminated
- the individual’s eligibility to receive retirement income from the Basic and Voluntary Retirement Plans is not impacted by this determination.

A committee appointed by the Assistant Vice President-Human Resources (AVP-HR) will review the circumstances of the case and provide counsel to the AVP-HR. The AVP-HR will be solely responsible for determining whether the person will be considered a retiree for benefits purposes.

**Option 3**

Effective September 1, 2006, if:

- an individual is an employee (faculty or staff) of RIT; and
- the individual is retirement-eligible; and
- the individual is terminated for cause; and
- the reason for the termination is determined to be detrimental to RIT,

Or if:

- the individual is a retiree of RIT; and
- the individual would have been terminated for cause if still an employee; and
- the reason for the termination is determined to be detrimental to RIT,

Then:

- the person may no longer be considered to be eligible to be a “retiree” for benefits purposes (whether the detrimental action occurs before or after the date the individual’s RIT employment terminated); and, if so,
- will not receive retiree benefits and privileges effective as soon as administratively practicable on or after the date the determination has been made and communicated to the affected individual; and
- the individual’s eligibility to receive retirement income from the Basic and Voluntary Retirement Plans is not impacted by this determination.

A committee appointed by the Assistant Vice President-Human Resources (AVP-HR) will review the circumstances of the case and provide counsel to the AVP-HR. The AVP-HR will be solely responsible for determining whether the person will be considered a retiree for benefits purposes.