

Agency Decision to Terminate Student Placement Prior to Faculty Process

In some circumstances, a placement agency may terminate a student from the placement prior to a formal Department of Social Work faculty review process (See the “Responding to Serious Concerns Regarding Student Progress” policy on the UVM Department of Social Work Field Education [website](#)). This is within the agency's rights to do so. As stated in the Agency Affiliation Agreement with the University:

The Field Agency/Organization may terminate, upon reasonable cause, the placement of any student whose performance is unsatisfactory or whose physical or mental health renders the student unable to perform the essential functions of the placement, with or without reasonable accommodation. The Field Agency/Organization may immediately terminate any placement where, in the sole discretion of the Field Agency/Organization, the student’s conduct poses an imminent risk to the health or safety of patients/clients of the Field Agency/Organization. The Field Agency/Organization shall provide written notice to the University of any such termination as soon as possible. In all other cases, the Field Agency/Organization shall provide written notice of the deficiencies to the student and to the Faculty Field Liaison, and to the Field Education Coordinator, and the student shall be provided a reasonable opportunity to respond. The Field Agency/Organization shall communicate with the Faculty Field Liaison and the Field Education Coordinator to reach a mutually agreeable resolution to the deficiencies, which may include termination of the placement.