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## Unfair dismissal appeal letter sample

**Unfair dismissal how to write an appeal letter against dismissal. Unfair dismissal appeal letter template uk. Dismissal appeal letter example. Example of appeal letter for unfair dismissal. Appeal against unfair dismissal sample letter. How to write a dismissal appeal letter. Unfair dismissal gibraltar.**

Getting let go from a job can be a crushing blow, leaving you reeling and unsure of what to do next. The initial shock, disbelief, and sense of injustice can be overwhelming. However, you don't have to accept the decision without questioning it. If you believe your termination was unfair or unjustified, you can appeal. An appeal letter allows you to present your case, provide evidence to support your claims, and ask for a fair resolution. It's your chance to tell your side of the story, highlighting any biases, miscommunications, or procedural errors that led to the dismissal. While the process may seem daunting, a well-crafted appeal letter can make all the difference in getting your job back or clearing your name. Sample Appeal Letters against Dismissal The following letters provide examples of how to structure and write an effective appeal against dismissal. Use them as a guide to help you craft your compelling letter. Letter 1: Appeal for Wrongful Termination Subject: Appeal against Wrongful Termination Dear [Employer], I am writing to appeal my recent termination from my position as [job title] at [company name]. I believe that my dismissal was wrongful and unjustified, and I respectfully request a review of the decision. On [date], I was informed by [supervisor's name] that my employment was being terminated due to [reason given for dismissal]. However, I strongly dispute this accusation and maintain that I have always conducted myself professionally and in line with company policies. During my [length of employment] with [company name], I have consistently demonstrated a strong work ethic, dedication to my job, and a commitment to excellence. I have received positive performance evaluations and have never been subject to disciplinary action before this incident. I believe that my termination was based on a misunderstanding or miscommunication, and I would appreciate the opportunity to discuss the matter further. I am confident that, given the chance to present my case, I can demonstrate that the decision to dismiss me was unwarranted. I have attached relevant documentation to support my appeal, including [list any supporting documents, such as performance reviews, emails, witness statements, etc.]. Thank you for considering my appeal. I look forward to the opportunity to resolve this matter and continue contributing to the success of [company name]. Sincerely, [Your Name] Letter 2: Appeal for Unfair Dismissal Subject: Appeal against Unfair Dismissal Dear [Employer], I am writing to appeal the decision to dismiss me from my position as [job title] at [company name], effective [date of dismissal]. I believe that my dismissal was unfair and unjustified, and I request a review of the decision. The reason given for my dismissal was [reason given for dismissal]. However, I strongly disagree with this assessment and maintain that I have always fulfilled my job duties to the best of my abilities. I have never received any prior warnings or negative feedback regarding my performance. Furthermore, I believe that the decision to dismiss me was influenced by [factor you believe contributed to the unfair termination]. Such as unfair treatment by discrimination, retaliation, or personal prejudice. I have seen similar cases where colleagues were treated differently in similar situations. As a dedicated and loyal employee of [company name] for [length of employment], I've consistently shown my value to the organization through hard work and professionalism, earning commendations from both coworkers and clients alike. I respectfully request a meeting to discuss my appeal in person and provide further evidence to support my case. Given a fair review, it will be clear that my dismissal was unwarranted and unjust. Thank you for your time and consideration. I have been unfairly accused of [accusation made against me] by [accuser's name] on [date of incident], which I vehemently deny and believe to be entirely baseless. My record as a loyal and dedicated employee of [company name] for [length of employment] speaks for itself, demonstrating integrity, professionalism, and commitment to the company's values. I request an impartial investigation into this accusation. A thorough review will exonerate me and show that my dismissal was based on false information. Supporting documentation is attached. I am writing to appeal my dismissal from [company name], effective [date of dismissal], because I was not given due process in terminating my employment. On [date of dismissal], I was informed by [supervisor's name] that my employment was being terminated, without prior warning or explanation. I wasn't granted an opportunity to respond to any allegations or present my case, which is a clear violation of [company name]'s policies and procedures. Employees are entitled to due process, including the right to know the reasons for termination and be given time to respond. Dear [Employer], I am writing to appeal my dismissal from [company name], effective [date of dismissal], as I believe it was unjustified and carried out in violation of company policy. As a dedicated and hardworking employee, I have consistently met or exceeded performance expectations and never been subject to any disciplinary action or negative performance reviews. Following a protected activity, such as reporting discrimination or safety violations, my supervisors and colleagues began to treat me unfairly. Despite this, I was subjected to no tangible consequences, yet my employment was terminated without explanation. In [length of employment], I signed an employment contract that guaranteed my employment for a period of time. The contract stated grounds for termination, which were not met in my case. I respectfully request that my dismissal be reviewed and that I be allowed to defend myself through proper channels. Given a fair hearing, it will become clear that my termination was unjustified and carried out against company policy. Thank you for your attention to this matter, and I look forward to a prompt resolution. Sincerely, [Your Name] I have diligently fulfilled my contractual obligations and consistently met or exceeded performance standards. Despite this, I was never subject to disciplinary action or a negative performance review. I respectfully request that my termination be reevaluated in light of our employment contract and that I be reinstated to my position. If reinstatement is not possible, I request compensation for the remaining term of my contract as per the agreement. A copy of my employment contract is attached for reference. Thank you for your attention to this matter. I look forward to a prompt resolution. Sincerely, [Your Name] I have been unfairly targeted with severe punishment compared to my colleagues. As a devoted employee of the company for an extended period, I have consistently shown my value. However, I was subjected to harsher consequences than others after a minor incident. Given my years of dedication and loyalty, I believe it is only fair that my dismissal be reviewed considering the inconsistent treatment I received. I kindly request a fair and impartial opportunity to discuss this matter further. I am confident that presenting my case will reveal that my termination was unjust and disproportionate. Given article text here Letter 11: Appeal for Disability Discrimination Subject: Appeal against Dismissal - Disability Discrimination - Jessica Wilson Dear [Employer], I am writing to appeal my dismissal from [company name], effective [date of dismissal], which I believe was the result of disability discrimination. I have a visual impairment that requires accommodations, such as flexible work hours and assistive technology. On [date of request], I formally requested these accommodations, as is my right under the Americans with Disabilities Act (ADA). However, since making this request, I have experienced a marked change in the way I have been treated by my supervisors and colleagues. I was subjected to unwarranted criticism and exclusion from meetings. On [date of dismissal], I was informed that my employment was being terminated due to performance issues, which I believe were not legitimate. Discrimination against individuals with disabilities is illegal under the ADA. I have the right to request reasonable accommodations and to be treated fairly and equitably in the workplace, regardless of my disability. In light of recent events, I've come across a concerning trend of age-based bias towards colleagues my age. Specifically, I've noticed instances where older employees were subject to derogatory comments, unequal treatment, and lack of opportunities. Given this context, I firmly believe that my own dismissal was part of this larger pattern of age discrimination. Initially, it was stated that my termination was due to [original reason], but I strongly dispute this assessment, as I've never received any negative feedback regarding my performance. The decision to dismiss me seems to have been based solely on my age, which I believe is a clear case of age-based bias. This practice is not only unjust but also goes against the principles outlined in the Age Discrimination in Employment Act (ADEA). I respectfully request that my dismissal be investigated as an act of age discrimination and that appropriate measures be taken to address this issue. I'm more than willing to provide further evidence, including [list any relevant documentation], to support my claim. Thank you for your prompt attention to this serious matter. Given article text here Due to alleged misconduct, an employee was suspended from work for a specified period. However, they vehemently disagree with the accusations and maintain their professionalism throughout their tenure with the company. They claim that the allegations are based on unsubstantiated claims and lack concrete evidence. The employee has consistently demonstrated their integrity and commitment to the organization over an extended period. Despite this, severe consequences were imposed, which they strongly dispute. Dear [Employer], I am writing to dispute the disciplinary action taken against me on [date]. I strongly believe that my actions were misinterpreted and that the consequences imposed were disproportionate and unjustified. Upon reflection, I realize that my behavior may have been unprofessional, but it was not in line with company policy. The proper procedure for addressing such incidents is outlined in our policies, which include verbal warnings, written warnings, or performance improvement plans. However, in my case, these steps were skipped, and I was subjected to [disciplinary action] without prior warning or an opportunity to correct my behavior. As a dedicated employee of [company name], I have consistently demonstrated my commitment to adhering to company guidelines and policies. Unfortunately, the disciplinary action taken against me was carried out hastily, disregarding due process and proper consideration for my contributions to the organization. I respectfully request that this decision be reviewed in light of our company's established policies and procedures, which outline clear steps for addressing similar incidents. I am committed to learning from this experience and improving my performance moving forward. Sincerely, [Your Name] Dear [Employer], I'm appealing the recent changes to my work schedule, which I believe are unfair and create an undue burden on my personal life. The new schedule conflicts with [personal obligations or circumstances], making it extremely difficult for me to fulfill my work and personal responsibilities. Despite being a loyal and dedicated employee of [company name] for [length of employment], the new schedule doesn't take into account my needs. I request that my work schedule be reviewed and a more equitable arrangement be found, taking into consideration both the company's requirements and my obligations. I'm open to discussing alternative solutions and committed to finding a mutually beneficial resolution. Thank you for your attention to this matter. I look forward to working together to find a fair and reasonable solution. Sincerely, Christopher Davis Your concerns regarding my absence will be covered during that time. I appreciate your attention to this matter and look forward to a prompt and fair resolution. Sincerely, [Your Name] Emily Davis, Letter 20: Appeal against Discriminatory Dismissal - Emily Davis Dear [Employer], I am writing to appeal my dismissal from [company name], effective [date of dismissal], which I believe was based on discriminatory grounds. On [date of dismissal], I was informed by [supervisor's name] that my employment was being terminated due to [reason given for dismissal]. However, I believe that the true reason for my dismissal was discrimination based on my [protected characteristic]. Throughout my employment with [company name], I have experienced a pattern of discriminatory treatment. I have raised these concerns with [relevant personnel], but no action was taken. Discrimination in the workplace is illegal under [relevant laws]. I have the right to be treated fairly, regardless of my [protected characteristic]. I respectfully request that my dismissal be investigated as an act of discrimination and that appropriate remedial action be taken. Templates and guidelines for employers to handle employee appeals against written warnings and dismissals, including notice and outcome letters in Word and OpenDocument formats.