

Constructive Dismissal Letter To Employer Example

Dear [Employer's Name],

Subject: Constructive Dismissal

I am writing this letter to inform you of my decision to resign from my position at [Company Name] due to the circumstances that amount to constructive dismissal. It is with great disappointment that I have been compelled to take this step, as I had always envisioned a long and fulfilling career with the company.

I would like to bring to your attention the following factors that have significantly contributed to my decision:

- 1. Breach of Employment Contract:** The terms and conditions outlined in my employment contract have been repeatedly disregarded. This includes the reduction of benefits, changes in work hours and duties without prior consultation or agreement, and failure to provide a safe and conducive work environment as required by law.
- 2. Hostile Work Environment:** I have experienced consistent and unwarranted harassment, discrimination, and unfair treatment from certain individuals within the organization. Despite my attempts to address these issues through the proper channels, no satisfactory actions have been taken to remedy the situation.
- 3. Lack of Support and Resources:** There has been a persistent failure on the part of the company to provide the necessary support, resources, and training required to perform my duties effectively. This lack of support has hindered my professional growth and negatively impacted my job satisfaction.
- 4. Constructive Dismissal:** The cumulative effect of the aforementioned factors has made it impossible for me to continue working in my current role. The actions and omissions of the company have fundamentally altered the terms of my employment, leading to a breach of the implied duty of trust and confidence between employer and employee. Consequently, I have been left with no choice but to resign and seek employment elsewhere.

As a professional, I take my responsibilities seriously and believe that every employee deserves a fair and respectful work environment. It is regrettable that the situation has escalated to this point, but I firmly believe that my decision to resign is the most appropriate course of action under the circumstances.

I would appreciate it if you could acknowledge receipt of this letter and confirm the effective date of my resignation. Furthermore, I kindly request that you provide me with all relevant documents, such as the necessary paperwork for my resignation, the process for returning company property, and any outstanding dues, including salary, benefits, and vacation pay.

I would like to take this opportunity to express my gratitude for the opportunities I have had during my employment at [Company Name]. Despite the recent challenges, I have had the privilege of working with many talented individuals and have grown both personally and professionally.

Please consider this letter as my formal notice of resignation. I look forward to receiving your response and resolving any remaining matters in a professional and amicable manner.

Thank you for your attention to this matter.

Yours sincerely,

[Your Name]