## Example of Termination Notice Based on Employee’s Conduct

*Please note that this document is general in nature and should be adapted to each individual business.*

*(Must be delivered in person or sent via registered mail)*

[Employee's Name]

[Address]

[Postal Code and City] [Place and Date]

 **TERMINATION NOTICE**

You are hereby terminated from your position with [Employer] effective [Date]. The reason for the termination is [insert reason for termination]. (The reason for termination does not need to be included unless specifically requested by the employee.)

If you believe the termination is not objectively justified, you have the right to request negotiations under the Norwegian Working Environment Act § 17-3. You may also file a lawsuit under § 17-4 of the same Act. While negotiations about the termination are ongoing, you have the right to remain in your position.

A request for negotiations must be submitted in writing to (Company Name) no later than two weeks after receiving this notice.

A lawsuit must be filed within eight weeks after the end of negotiations and within the notice period. If no negotiations have taken place, the lawsuit must be filed within eight weeks of the termination date. If you are only seeking compensation, the lawsuit must be filed within six months of the termination date.

If a lawsuit is filed, you have the right to remain in your position while the lawsuit is ongoing, unless the court decides otherwise. The same applies if, within the notice period, you have informed the company in writing that you intend to file a lawsuit within the eight-week deadline.

The employer and correct defendant in any potential lawsuit is [Company Name and Address].

Sincerely,

[Name]

Title]