

Constructive Dismissal Resignation Letter

[Your Name]

[Your Address]

[City, State, ZIP Code]

[Email Address]

[Phone Number]

[Date]

[Employer's Name]

[Company Name]

[Company Address]

[City, State, ZIP Code]

Dear [Employer's Name],

I am writing this letter to officially resign from my position as [Your Job Title] at [Company Name], effective [Last Working Day], due to what I believe constitutes constructive dismissal. It is with a heavy heart that I find myself compelled to take this course of action, as I have always valued my role within the company and my working relationship with my colleagues.

Over the course of the past [time period], I have experienced a series of actions and conditions that have made my work environment increasingly untenable and have had a significant impact on my professional well-being. The cumulative effect of these issues has left me with no choice but to resign from my position.

I would like to outline the specific incidents and factors that have contributed to my decision:

1. Unreasonable Changes to Job Duties: [Explain any significant changes to your job responsibilities that were not agreed upon, and how they have negatively affected your ability to perform your role effectively.]
2. Hostile Work Environment: [Describe any instances of harassment, discrimination, or bullying that you have experienced or witnessed, and how they have affected your working conditions and

morale.]

3. Lack of Support and Resources: [Explain any situations where you have not received the necessary support, training, or resources required to perform your job effectively, despite raising concerns about it.]

4. Breach of Contract: [If there have been any breaches of your employment contract, mention them here and how they have impacted your employment.]

5. Failure to Address Concerns: [Indicate any attempts you made to address these issues with management or HR and how they were not adequately addressed or resolved.]

I believe that these circumstances, taken together, constitute constructive dismissal, which has led me to feel forced to resign from my position. Despite my efforts to resolve these issues, I have not seen any substantial improvements, and my working conditions have become unbearable.

I am grateful for the opportunities I have had during my time at [Company Name], and I am proud of the contributions I have made to the team. However, I firmly believe that my professional growth and well-being are being hindered by the current situation.

In compliance with the notice period stated in my employment contract, I am willing to work until [Last Working Day], providing sufficient time for the company to find a suitable replacement. Please consider this letter as my official notice of resignation.

I request that all dues, including salary for the notice period, any outstanding payments, and any applicable benefits, be settled promptly as per the company's policies and employment laws.

I am open to having an exit interview to discuss my experiences further, should the company find it appropriate.

Thank you for your understanding in this matter. I hope that the issues raised in this letter can serve as valuable feedback for the company to improve its work environment and employee well-being in the future.

Yours sincerely,

[Your Name]