

<b>OGDEN-WEBER TECHNICAL COLLEGE</b>	Number 520.9	Effective Date 8/25/22	Page 1 of 1
<b>POLICY</b>	<b>Approval:</b> Board of Trustees		
Title	<b>EMPLOYMENT AT-WILL</b>		

**1. PURPOSE AND SCOPE**

The purpose of the policy is to define the employment relationship between the College and its employees.

**2. POLICY**

It is the policy of the College that all employees are at-will unless otherwise specified in statute.

**3. DEFINITIONS**

**3.1 At-will:** The College may terminate an employee at any time with or without cause.

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<b>PROCEDURE</b>	<b>Approval:</b> Board of Trustees		
Title	<b>EMPLOYMENT AT-WILL</b>		

**1. Employment At-will**

- 1.1.** The College does not offer tenure or any other form of guaranteed employment. The College may terminate an employee at any time with or without cause.
- 1.2.** This at-will relationship exists regardless of any other written statements or policies or any other College documents or any verbal statement to the contrary.

**2. Termination in Violation of Law**

The College may not terminate an employee for any reason(s) prohibited by law.