



## **PERSONNEL POLICIES — SECTION 300**

NUMBER: **302**

SUBJECT: EMPLOYMENT AT-WILL POLICY

LAST REVIEWED: 3/17/10; 8/23/19

EXECUTIVE STAFF REVIEW: 8/26/2019

BOARD APPROVAL: 6/16/2004; 3/17/2010; 10/23/2019

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### **302.1 EMPLOYMENT AT-WILL**

- 1.1 Mountainland Technical College (MTECH) is an at-will employer. This means that either the College or the employee may terminate employment at any time, with or without notice, with or without cause.

Nothing in the Employment Corrective Action Policy 300.309/Procedures 300.309A shall create an obligation on either party to continue employment.

- 1.2 All MTECH employees are at-will, unless otherwise specified in statute or through an Employment Contract.
- 1.3 MTECH does not offer tenure or any other form of guaranteed employment. Either MTECH or the employee can terminate the employment relationship at any time, with or without cause, with or without notice.
- 1.4 This employment at-will relationship exists regardless of any other written statements or policies contained in this policy or any other MTECH documents or any verbal statement to the contrary.

### **302.2 EXCEPTIONS TO EMPLOYMENT AT-WILL**

- 2.1 An employment contract may be entered into upon written approval of the MTECH President. Employment terms and conditions, including the term of employment, must be contained within the written employment contract.
- 2.2 MTECH President's employment is governed as outlined in Utah Code 52b-2a-107.

### **302.3 TERMINATION IN VIOLATION OF LAW**

MTECH may not terminate an employee for any reason(s) prohibited by law. (See MTECH Discrimination and Harassment Policy 305).