



EMPLOYMENT AT-WILL POLICY

PERSONNEL | 300.302

Last Evaluation

3/13/2026

Executive Staff Approval

7/6/2026

Board Approval

8/19/2026

1. Policy Purpose

The purpose of this policy is to affirm that employment with the organization is “at-will,” consistent with Utah law. This means that either the employee or the organization may terminate the employment relationship at any time, with or without cause, and with or without notice, so long as the reason for termination is not prohibited by applicable federal or state law.

This policy is intended to ensure a clear understanding of the at-will employment relationship and to clarify that nothing in this policy, employee handbook, or any other communication should be construed as creating a contract of employment, express or implied. Any modification to the at-will employment relationship must be made in writing and signed by an authorized representative of the organization.

2. Definitions

At-Will Employment: Employment that may be terminated at any time by either the employee or the College, with or without cause and with or without notice, provided the reason for termination is not prohibited by applicable law.

Employment Contract: A written agreement that modifies the at-will employment relationship and is signed by both the employee and a member of Human Resources. No verbal statements, policies, or practices constitute an employment contract.

College President (Authorized Representative): The individual authorized under Utah Code 53H-3-303 to administer the College and the only individual with

authority to enter into employment contracts on behalf of the College, unless otherwise delegated in writing.

Corrective Action: A process outlined in MTECH Policy 300.311 intended to address employee performance or conduct issues. Corrective action does not alter the at-will nature of employment.

Discrimination and Harassment: Prohibited conduct as defined in MTECH Policy 300.305 and applicable federal and state laws. Termination decisions must not be based on unlawful discrimination or harassment.

Termination: The end of the employment relationship, whether initiated by the employee or the College, including voluntary resignation, involuntary separation, or dismissal.

3. References

MTECH Policy 300.311 Corrective Action

Utah Code 53H-3-303 Technical College Presidents

MTECH Policy 300.305 Discrimination and Harassment

4. Employment At-Will

- 4.1 Mountainland Technical College (MTECH) is an at-will employer. This means that either the college or the employee may terminate the employment relationship at any time, with or without notice, with or without cause.
- 4.2 This employment at-will relationship exists regardless of anything contained in this policy or any other college document, handbook, practice, or verbal statement that might appear to limit the right of either party to terminate employment.
- 4.3 MTECH does not provide tenure or any other form of guaranteed employment.

5. Exceptions to Employment At-Will

- 5.1 An employment contract may be entered into only by written agreement, signed by the employee and the college president, and must clearly state the terms and conditions of employment, including duration and any limitations on termination.
- 5.2 The employment of the college president is governed as outlined in Utah Code 53H-3-305 Technical College Presidents.

6. Termination in Violation of Law

- 6.1 Nothing in this policy limits or alters employees' rights under applicable federal, state, or local law.
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7. Evaluation History

Last Evaluation	Executive Staff Approval	Board Approval
		6/16/2004
3/17/2010		3/17/2010
8/23/2019	8/26/2019	10/23/2019
3/13/2026	7/6/2026	8/19/2026