

#07

Employment at Will

Reference: Personnel Policy - 200.02.

It is the policy of the Club that all employment is considered to be Employment-at-Will.

Employment-at-Will means that during the course of an individual's employment, he or she is free to leave the Club at any time for any reason, and the Club reserves a similar right. Thus, both the individual and the Club have the right to terminate an individual's employment at any time, with or without advance notice, and with or without cause.

No one other than the President of the Club has the authority to terminate an employee.

- ❖ Management and supervision of employees is the responsibility of the Club's management and supervisors. Management and supervisors must approve any termination of an employee.
- ❖ No one other than the President of the Club has the authority to terminate an employee.
- ❖ This policy does not apply to employees who are employed in connection with their employment with the Club.

SAMPLE

Successful completion of the introductory period or conferral of full time or part time designation does not change the employee's at-will status or in any way restrict the Club's right to terminate such an employee or change the terms or conditions of employment.

Take Away: All managers and supervisors must understand what At-Will Employment is.

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