



## Policy: At-Will Employment

**ChildNet Number: CN 009.006**

**Original Approved Date: August 2, 2007**

**Policy Revised Date(s): March 26, 2010; December 3, 2009**

**Policy Sunset Date:**

**COA Standard(s): HR 5.01,**

### Statement of Policy:

All employment with ChildNet is at-will. This means that either ChildNet or its employee may at anytime terminate the employment relationship with or without cause or notice, and with or without prior corrective action. This at-will employment relationship cannot be changed orally or by any conduct, unless such change is specifically acknowledged in writing signed by the Chief Executive Officer (CEO) and specific to that employee.

Nothing in ChildNet documents (including these policies) confers any contractual right, either expressed or implied, to remain in ChildNet's employment, nor does it guarantee any fixed terms and conditions of employment, position, compensation or benefits. ChildNet may change any terms or conditions of employment, whether these are stated in any handbook or are established through existing employment practices.

**Board Chair Signature:**

**Date:**

10/29/10



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**President's Signature:**

**Date:** 11-30-10