

POLICY AND PROCEDURE

REACH for Tomorrow

POLICY: RHR-501

TITLE: **Employment At Will**

EFFECTIVE DATE: 12/8/24

AUTHORIZED BY: Board of Trustees

This policy shall apply to all employees of REACH for Tomorrow.

1.0 At-Will Employment

The employment relationship between REACH for Tomorrow and all employees is “at-will.” This means that the relationship is for no definite time period and that either the employee or REACH for Tomorrow can terminate the employment relationship at any time, with or without cause and with or without notice.

Nothing contained within any of REACH for Tomorrow’ policy or procedure may be construed to alter this employment at will relationship.

No individual or entity, other than REACH for Tomorrow Board, has the ability, either verbally or in writing, to alter this employment at will status. Only a written contract, approved by REACH for Tomorrow Board, signed by REACH for Tomorrow Board Chairperson, may alter this employment at will status.