

STATEMENT OF AT–WILL EMPLOYMENT FOR STAFF AND ADMINISTRATIVE EMPLOYEES

POLICY STATEMENT

Staff and Administrative employees are at-will employees. Employment at Chapman is for no specified term and is subject to the mutual consent of the University and the employee.

REASON FOR THE POLICY

The purpose of this policy is to define clearly the employment relationship between Staff and Administrative employees and Chapman University.

POLICY

None of Chapman’s policies are intended to, and do not, alter the University’s at-will employment relationship with its employees. Employment at Chapman University is for no specified term and is subject to the mutual consent of the University and the employee. Either party may terminate the employment relationship at will, at any time, with or without cause. Processes contained in Chapman policies shall not limit the University's right to terminate an employee at any time. Further, the University in its sole discretion, reserves the right to impose whatever disciplinary sanction it deems appropriate at any time or in any sequence.

OFFICE RESPONSIBLE FOR POLICY

Human Resources

Contact information for questions about this policy:

Michael Nee, nee@chapman.edu , (714) 997-6924

WEBSITE ADDRESS FOR THIS POLICY

https://www.chapman.edu/faculty-staff/human-resources/_files/policies/statement-of-at-will-employment.pdf

APPROVAL AND PUBLICATION DATES

Effective: (Date of publication)

This policy was published in June 1998 as part of the Staff and Administrative Handbook, sections of which were amended in March 2017. In March 2021 the sections of the handbook were separated into policies, with no substantive change in content.

RELATED MATERIALS

N/A.