

Policy 1460 – Policies and Procedures/At-will

- College policies and procedures are not intended to create an employment contract. Policies and procedures should not be construed to constitute contractual obligations of any kind between the College and any employee. These policies and procedures have been developed at the discretion of the College and may be amended or cancelled at any time and at the sole discretion of the College.

Kansas is an employment-at-will state and the College operates as an employment-at-will institution. No continuing employment rights or property rights in positions of employment are granted to College employees other than as specified by state statute or the contracts of contractual employees. Thus the College, at its total discretion, may terminate the employment of (non-contractual) "at will employees" for any reason whatsoever, with or without cause. Contractual employees may separate from employment in accordance with their contracts, College policies, and/or any applicable Kansas Statutes.

(Revised and approved by President on 10/8/07)