


<b>Category:</b>	Introduction	<b>INCA Community Services Personnel Policy</b> 
<b>Sub Category:</b>	n/a	
<b>Effective Date:</b>	1982	
<b>Revised Date:</b>	11/27/2017	
<b>Forms:</b>	n/a	
<b>Responsible:</b>		
<b>Employment-At-Will Policy</b>		
<b>Policy</b>		
<p>The agency offers no employment contracts nor does it guarantee any minimum length of employment. The agency reserves the right to terminate the employment of any employee at any time “at will” with or without cause. This applies to all employees whether or not they have completed an orientation period. A supervisor or program director of the agency has no right whatsoever to make any contrary representation to any employee.</p>		
<b>Purpose/Introduction</b>		
<p>Oklahoma is an employment-at-will state. This means that in general, either the employer or the employee may end the employment relationship at any time and for any reason. However, federal or state law, collective bargaining agreements, or individual employment contracts may place limitations on an otherwise employment-at-will relationship.</p>		
<b>Definition of Employment-at-Will</b>		
<p>Employment-at-Will is not a law. It is a legal doctrine based on common law that an employment relationship may be terminated by the employer or employee at any time for any or no reason. This means that an employer does not need good cause to involuntarily terminate an employee. In every state except Montana employers are free to adopt at-will employment policies.</p>		
<b>Dissemination of Policy</b>		
<p>The policy will be made available to all employees through the agency’s website. The agency will educate and train employees and supervisors regarding the policy and any conduct that could constitute a violation of the policy.</p>		