

Title: At Will Employment	Number: 6.12	Page: 1 of 1
Related Procedure?		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Legal Citation (if Applicable) CRS 24-34-402 (Discriminatory or Unfair Employment Practices); CRS 24-34-402.5 (Off Duty Legal Activities); CRS 24-50.5-103 (Retaliation Prohibited); CRS 13-71-134 (Jury Service); CRS 8-4-120 (Discrimination or Retaliation)	Board Approval/Revision: 18 June 2015	

Except as otherwise stated below, the employment of all Colorado Mountain College employees shall be considered “At-Will.” “At-Will” employment means that either the employee or the College may terminate the employment relationship at any time and for any reason, with or without cause, and with or without prior notice. Such employment is not controlled by contract, expressed or implied.

Exceptions to this policy consist solely of employment relationships governed by annual contracts for full-time faculty, term contracts for instruction of credit, ESL or GED courses by adjunct faculty and such other written employment contracts as may be approved by the President or the Board of Trustees. CMC may not discharge an employee in violation of applicable non-discrimination laws or Board of Trustee policies.

This policy may not be modified by any other officer or employee or by any other publication, handbook or document.