

# Grant County Personnel Policy

DATE ISSUED: 03/30/2017	EFFECTIVE DATE: 03/30/2017
APPROVED:  Cindy Carter, Chair, Board of County Commissioners	03-27-17 Date Signed
LAST REVISED: 03/15/2017	CONTACT: Human Resources

## 202 – At Will Employment

Employment at Grant County is at will. This means that employees are free to resign their employment at any time, for any reason or no reason with or without cause, and with or without prior notice. The County retains the right to terminate an employee's employment at any time, for any reason or no reason with or without cause and with or without prior notice while adhering to Equal Employment Opportunity, Non-Discrimination, Anti-Harassment policies and/or applicable collective bargaining agreements. No agent or representative of Grant County, other than the Board of County Commissioners, has the authority to enter into an agreement for employment for any specified period of time, or to enter into any employment agreement that in any way modifies the at will status of employment at Grant County.

Nothing in any statement or policy shall be construed to create an employment contract, nor shall it be construed to alter the fact that employment is at will.