



UNIVERSITY OF CENTRAL OKLAHOMA

Policy ID: ADM-HUM-1 Minor Revision1

Title: Employment At-Will

Description: To establish what employment at-will means.

Category: Human Resources

Applies to: staff, faculty

Contact: [Human Resources](#)

Purpose: To establish employment at-will relationship between employer and employee.

Policy Statement: Absent a contract stating otherwise, Oklahoma employers may terminate an at-will employment relationship for any reason, or for no reason, with or without “cause” or notice. In exchange, an employee may leave his or her employment for any reason, or for no reason, with or without “cause” or notice. This is known as the “at-will” rule of employment.

At the University of Central Oklahoma, all employees are at-will employees, and no representations, expressed or implied, can alter that relationship, other than a written contract signed by a duly-authorized executive of the University. No one is authorized to provide any employee with a promise of treatment in any particular manner in any given situation, or to create an employment contract or special arrangement concerning terms or conditions of employment. Faculty members should refer to the Faculty Handbook regarding information pertinent to their employment.

This is not to be confused with University guidelines and programs in place to facilitate positive, lasting employee/employer relations. Performance management, for example, provides for periodic performance reviews, progressive corrective action and positive reinforcement for good performance.

However, these programs do not change the at-will provision of Oklahoma law. They are simply guidelines that may or may not be offered or utilized based on individual circumstances or situations. Therefore, an employee’s employment is always terminable at will, either by the employee or the University, with or without cause or notice, regardless of the length of employment or the granting of benefits of any kind.

Glossary of Terms:

Legal

Citation:

Campus

Links:

FAQs:

**Formerly
known as:**

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