



## EMPLOYMENT AT-WILL

Please note that employment at Centenary University is based on the premise of employment at-will. This means that the employment relationship may be terminated with or without cause on two weeks notice, or pay in lieu of notice, except in cases of gross misconduct, where the employment relationship may be terminated immediately. Centenary University has the right to change wages and all other working agreements and conditions. Nothing in this Handbook is to be construed as a contract. Employment is at the will of Centenary University and either the employer or the employee may, at any time, terminate the employment relationship with or without cause. Written or oral statements made by Supervisors to employees are not to be interpreted in any way that alters the at-will relationship. Supervisors do not have the authority to change or modify the premise of employment at-will. Disciplinary procedures in the Handbook are advisory and not binding on the employer. Disciplinary procedures may be adjusted or modified at the discretion of the employer, up to and including discharge. The employer may change any terms or conditions of employment, whether these are stated in the Handbook or are established through employment practices. These terms and conditions may be altered only in writing, signed by specified officers of the organization, e.g., the President.