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## 1.2 At Will Employment

Saint Mary's College of California

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## 1.2 At-Will Employment

Your employment with Saint Mary's is at-will. This means that employment at the College may be ended at any time by either the College or the employee, with or without cause and with or without notice. No implied contract concerning any employment-related decision or term or condition of employment can be established by any other statement, conduct, policy or practice. Absent independent contractual obligations or applicable law, nothing in this Handbook or any other document or statement limits Saint Mary's right to end employment at will, in its discretion. Only the President or the President's authorized designee has authority to enter into an agreement for employment for any specified period of time, or to make an agreement for employment other than at-will. Any such agreement must be in writing and signed by the President; any other purported agreements are of no binding effect on the College.