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| **5.12**  | **Employment-At-Will *(Adopted 6-1-1992, Revised 6-23-2003; Reaffirmed 11-4-2013)*** Employees who do not have a separate, individual employment contract with the College for a specific, fixed term of employment are employed at the discretion of the College for an indefinite period. These employees may resign from the College at any time, for any reason, or may be terminated at any time, with or without cause.  |

 **Procedures: *(Revised 11-4-2013)***

####  5.12.1 Affected Employees

 As defined in Policy 5.9, those employed at-will are:

1. Full-time and part-time support staff

1. Adjunct faculty

1. Temporary employees

1. Adult Education and Literacy (AEL) Instructors