

## Employment At-Will Policy

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Neither this handbook nor any other RVCDS document confers any contractual right, either expressed or implied, to remain in the employment of RVCDS. Nor does it guarantee any fixed terms and conditions of your employment. Your employment is not set for any specific time and may be terminated at will, with or without cause and without prior notice by RVCDS, or you may resign for any reason, at any time.

While there may be a disciplinary process in place, in certain situations, RVCDS may make the decision to terminate your employment without first taking these disciplinary steps.

No supervisor or other representative of RVCDS (except the Executive Director, in writing) has the authority to enter into any agreement of employment for any specified period of time, or to make any agreement contrary to the above.

Any salary figures provided to an employee in annual or monthly terms are stated for the sake of convenience or to facilitate comparisons and are not intended to and do not create an employment contract for any specific period.