

## **Separation of Employment Policy**

### **Purpose**

It is the policy of [Company Name] to ensure that employee terminations, including voluntary and involuntary terminations and terminations due to the death of an employee, are handled in a professional manner with minimal disruption to the workplace.

### **At-Will Employment**

Employment with [Company Name] is voluntary and subject to termination by the employee or [Company Name] at will, with or without cause, and with or without notice, at any time. Nothing in this policy shall be interpreted to conflict with or to eliminate or modify in any way the employment-at-will status of [Company Name] employees.

### **Voluntary Terminations**

A voluntary termination of employment occurs when an employee submits a written or verbal notice of resignation, including intent to retire, to his or her supervisor or when an employee is absent from work for three consecutive workdays and fails to contact his or her supervisor (job abandonment).

#### ***Procedures***

1. Employees are requested to provide a minimum of two weeks' notice of their intention to separate employment. The employee should provide a written resignation notification to his or her manager.
2. Upon receipt of an employee's resignation, the manager will notify the human resource (HR) department by sending a copy of the resignation letter and any other pertinent information (e.g., employee's reason for leaving, last day of work).
3. The HR department will coordinate the employee's departure from the company. This process will include the employee's returning all company property, a review of the employee's post-termination benefits status and the employee's completion of an exit interview.
4. Employees who possess a security clearance must meet with the security officer for a debriefing no later than their last day of employment.

### **Involuntary Terminations**

An involuntary termination of employment, including a layoff of over 30 days, is a management-initiated dismissal with or without cause.

#### ***Procedures***

1. Before any action is taken to involuntarily discharge an employee, the employee's manager must request a review by the termination review board, which consists of the president of [Company Name], a representative from HR and the employee's department head.

# Employment Policy Options

**Kathleen Armour**



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